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Constitution debate poses dramatic challenge



Joe Clark Constitutional Affairs Minister / ministre des Affaires constitutionelles

Mount Allison layoffs may include tenured faculty

By Christine Storm
Past-President, Mount Allison University Faculty Association

Mount Allison appears to be the first Canadian university at which the administration has taken steps that could result in the layoff of tenured faculty while operating under a collective agreement. For this reason, developments following this administration initiative will be of interest to others in the CAUT community.

On March 14, 1991, the Interim President served notice, as she was required to do under the Collective Agreement, to Senate, the Mount Aglison Faculty Association, and the Board of Regents, that she was invoking layoff procedures. Dr. Sheila Brown, the Interim Sheila Brown, the Interim President, stated that in her considered judgement "there are bona fide financial reasons and bona fide academic reasons which would justify laying off faculty members librarians" and professional

As for the financial reasons, Dr. Brown stated that the University's blown stated that the University's income was not adequate to sustain its current level of operation, and that she saw no possibility to increase income sufficiently to allow for adequate funding. As to the academic reasons, Dr. Brown stated that academic programs would "suffer irreparable harm" if cutbacks were to continue "or if the University reduces academic staff without reference to the areas

within which these staff are employed".

By quoting bona fide financial reasons and bona fide academic reasons, Dr. Brown chose one of three options provided by the Collective Agreement when layoffs may be required. The other two options provide for layoffs required by bona fide financial reasons alone or by bona fide academic reasons

Financial reasons alone would require the layoff of faculty and librarians on a seniority basis, beginning with nonunionized staff, term appointces, untenured staff, and then tenured staff.
With the combination of the two

reasons (financial and academic), the administration hopes to get around the contract stipulation which does not permit the laying off of tenured employees "for academic reasons alone unless it decides to eliminate a department and the Senate concurs in this latter decision". In other words, the employer hopes to be able to eliminate whole departments, the continued on page 5

This fall's constitutional debate will confront Canadian universities will confront Canadian universities and colleges with a dramatic challenge. The Federal government plans to issue its proposals on the constitution between the middle and the end of September. It seems likely that they will propose a massive decentralization of Canada. These proposals will then form the basis for the work of a parliamentary committee which will parliamentary committee which will tour the country in the fall and report to Parliament in the new year. The decentralization proposals are likely to strike a blow at the current funding arrangements for post-secondary education, research and culture.

It is already clear that the Tories wish to destroy the current transfer arrangements for post-secondary education and health. When Michael Wilson was Finance Minister, he put in place a regime of transfer payment cutbacks which will ensure that the cash portion of these transfers will start disappearing in the mid-1990s. It is likely that the Conservative constitutional proposals will entrench this by making post-secondary education solely a provincial responsibility. This was worth \$3.526 billion in 1989-90.

In such a context, what will happen to federal student aid? Ottawa has calculated in its Main Estimates that the Canada Student Loans program will cost \$475.4 million in 1991-92. And what about federal post-secondary education policy for the First Nations? Over the next fiscal year the Tories plan to spend \$190 million in this field. This total includes the \$149.7 million indicated in the 1991-92 Main Estimates, plus part of an additional \$320 million to be spent

over the next five years.

The Quebec wing of the Tory party wants a similar massive decentralization of cultural policy. It questions the need for the Canada Council (\$105.8 million budgeted for 1991-92) and has recommended the abolition of the Social Sciences and Humanities Research Council (\$97.6 million in 1991-92). Others in Ottawa talk about dismantling the federal museums and art galleries. Communications Minister Perrin

Beatty has asked the arts community for advice on what federal cultural activities should be handed over to the provinces.

It is less clear what the Conservatives want to do in the area of research policy apart from the attack on the Social Sciences

and Humanities Research Council.

In the midst of all this talk about decentralization, there has been a curious ripple which might seem to go in the opposite direction but probably does not. In last spring's Throne Speech the government said that it was committed to certain educational goals. It appears to be emulating U.S. President George Bush who has said that he wished to be known as the

Le débat constitutionnel: un défi de taille

Le débat constitutionnel qui s'amorcera cet automne posera un défi de taille aux universités et aux collèges canadiens. Le gouvernement fédéral prévoit présenter ses propositions constitutionnelles entre la mi-septembre et la fin du mois. Il est possible qu'il proposera alors une décentralisation massive du Canada. Ces propositions jetteront les bases du travail d'une commission parlementaire qui voyagera dans tout le pays à l'automne et présentera un rapport au Parlement au début de la nouvelle année

Les propositions de décen-tralisation porteront probablement un coup aux ententes actuelles de financement de l'enseignement, de la recherche et de la culture

postsecondaires.

Il est déjà clair que les
Conservateurs veulent révoquer les
dispositions actuelles de transfert au titre de l'enseignement postsecondaire et la santé. Alors qu'il était ministre des Finances, M. Michael Wilson avait mis en place un système de réductions des paiements de transfert en vertu duquel les transferts en espèces commenceraient à disparaître vers 1995. Il est probable que les propositions constitutionnelles des Conservateurs renforceront cette mesure en faisant de l'enseignemestre en taisant de l'enseigne-ment postsecondaire une respon-sabilité purement provinciale. Les sommes allouées à ce titre représentaient 3,526 milliards de dollars en 1989-1990.

Dans un te qu'adviendra-t-il qu'adviendra-t-il de l'aide financière octroyée aux étudiants par le gouvernement fédéral? Dans son Budget des dépenses principal, Ottawa a établi que le Programme canadien d'aide aux étudiants lui coûterait 475,4 millions de dollars en 1991-1992. Qu'en est-il de l'aide

financière fédérale à l'enseignefinancière fédérale à l'enseigne-ment postsecondaire octroyée aux Premières Nations? Au cours du prochain exercice, les Conserva-teurs prévoient y consacrer 190 millions de dollars. Ce total comprend les 149,7millions de dollars indiqués dans le Budget suite à la page 7

CAUT reaches 40

CAUT is celebrating its 40th year of service to the academic community. Created in 1951, CAUT was established with the goal of being both an information centre for local faculty associations and as a representative for academics on national issues affecting post-secondary education.

The issues affecting the academic profession 40 vears ago are, interestingly, quite similar to the issues of the day. The first CAUT Bulletin, published in January 1953, identified matters of concern to include funding to universities, salary levels, income tax legislation and exemptions, tenure and sabbatical leaves While we may have made great strides over the years in the areas of tenure and sabbatical provisions, there remains today a continued interest in

improving funding to universities along with reaching competitive salary levels and reasonable income tax considerations.

In its early years, CAUT represented fewer than 1,500 individual members at 13 local faculty associations. Today, that number has risen to almost 27,000 on 58 cam-

puses. In its 40 years, CAUT has developed numerous policy statements and positions that have become the norm in Canadian universities. It has been instrumental in collective action to improve the status of the professors, librarians, researchers, minority groups and others on university

campuses across the country.
The value of maintaining a national voice for academics can be summed up in the words of the president of CAUT in continued on page 3 with translation

Tories and the arts (Page 3)

What's in a name? (Page 5)

Nouvelles brèves du Québec (Page 13)

Let's get a few things straight . . .

I appreciate Alan Andrews writing on the "Chilling Effect of Libel". Academics across Canada need to be aware of how threats of libel suits and actual litigation represent a serious undermining of basic academic freedoms. I write to clarify a few points with respect to the discussion of the current legal the discussion of the current legal action directed against Jack Scott, myself, and others concerning alleged libels in the Scott oral biography which I edited, A Communist Life, published by the

Committee on Canadian Labour History in 1988. First, the plaintuffs in this case— Hardial Bains, Charles Boylan, Dorothy Jean O'Donnell, and Brian Sproulc - were associated by Scott in his recollections with a political organization known as the Communist Party of Canada (Marxist-Leninist), not, as is stated in the Andrews article, the Communist Party of Canada. The latter is an entirely different organization than the former and it

people think that it has launched a libel action against Scott and others. Second, the Committee on

Canadian Labour History offered the plaintiffs pages in Labour/Le Travail to challenge Scott's statements, subject to the rejoinder

statements, subject to the rejointed meeting the usual academic standards. This offer was rejected. Third, Queen's University has agreed to defend me in this action through its insurance carriers. While this decision was not finalized

at the time of the writing of the Andrews article, it has subsequently been made. I should add that I have found the administration at Queen's supportive and helpful throughout this whole process.

Thank-you for making academics in Canada aware of this matter.

Bryan D. Palmer Queen's University

News Flash!

As this Bulletin went to the presses, Youth Minister Pierre Cadieux announced that the federal government will close about 100 university and college on-campus

employment centres as a cost-cutting measure.

In a fax to the Minister CAUT President Fred Wilson criticized the proposal, saying that at a time of high youth unemployment "the government will end up spending a lot of dollars to save nickles and dimes on the backs of students without jobs".

The CAUT Council adopted a resolution last May which led to faculty lobbying to encourage the government to maintain the on-campus employment centres.

Letters of protest may be sent to the Honourable Pierre Cadieux, Minister of State (Youth), House of Commons, Ottawa, Ontario K1A 0A6. No postage is required. The Minister's telephone number is (819) 994-2424 and the fax number is (819) 997-6505. Don't forget to send a copy of your letter to CAUT.

Release questioned

I wish to register my objection to your announcement (March 1991, p. 19) asking your readers to appeal for the immediate and unconditional release of Dr. Sari

Nusseibeh.

It is my belief that the majority of our colleagues at Canadian universities take for its face value your own statement to the effect that "Dr. Nusseibeh was taken before a judge to review his detention order after having been

accused of] being a leader of al-Fatah [...] and of drafting literature inciting violence".

The detention of Dr. Nusseibeh does not appear unreasonable. Furthermore, much harsher measures are taken at this very time by other democratic countries (U.K., U.S.) that are not even in a tale of war

Israel is in a state of war and, by definition, not even Amnesty International can be in possession of information that the government refuses to release for security reasons. You have not bothered to

mention this at all.

I fully trust the legality and the ethics upon which the State of Israel continues to defy its murderous

Abraham Akkerman University of Saskatchewan

NOTE: CAUT relies on Aumesty International to verify its prisoner of the month column

Report measures up

The Status of Women Committee is to be congratulated on producing "Employment Equity for Women: A Status Report 1991". This massive report will serve as a chmark and a measure of progress for years to come

> Dr. Mary Frances Richardson Brock University

Tone offends

I object to the sinister tone of several pieces in the April CAUT Bulletin. In the accompanying Status of Women Supplement ... Janice Drakich examines the campaign to smash the "masculinist culture" of the university in language and images befitting a Field Marshal or a CIA operative. We are introduced to "status of women officers", "sexual harassment officers", "activists" of one kind or other, "action strategies", "goals, timetables and objectives". She advocates "centralized structures" and better "monitoring" of committees. In the window on p. 3 the CAUT Status of Women Committee appropriately alludes to the "front lines of equity".

There follows a series of provincial situation reports. The photo on p. 5 of the embattled contributors to the Supplement is, I am obliged to point out, incomplete:

peaked caps and uniforms are missing.

Come on folks! Such problems as we may have within our universities hardly warrant the intervention of nationalist/feminist surveillance juntas

Karl Wegert Bishop's University

Maps dismay

It is with dismay that I view the sketch maps provided at the head of each provincial summary and on page 32.
- is Nova Scotia comprised of 2 islands?

as Quebec ceded the Eastern Townships, and Gaspé to New Brunswick?

Generalization is an accepted and well-studied process within the ancient discipline of Cartography. As one moves to very small-scale maps, some details are negotiable, others

never are:

In our wonder at the opportunities and pitfalls of language, we often overlook the comparable qualities in "graphicacy". Please use competent cartographers (not graphic artists) for future maps and remember, maps need a careful editorial eye as much as written text.

University of Calgary

Perception "sanguine"

Your Status of Women Supplement printed an article by Dr. Allderdice regarding the University's Faculty
Association (MUNFA) and its alleged exemplary work in
championing the cause of women at Memorial University. With all due respect to Dr. Allderdice, I believe that her perception of MUNFA is too sanguiñe. ...Words are cheap, and MUNFA loses nothing by supporting the concept of affirmative action. When it comes down to a choice between the departmental politics of MUNFA members and affirmative action, however, I believe that MUNFA actions demonstrate that it is the latter which is sacrificed. The Collective Agreement which MUNFA signed defines "Sexual Harassment" in a very narrow manner, which seems to exclude harassment or discrimination which may be based on gender but which is not explicitly sexual in nature. So the MUNFA agreement permits intimidation, harassment, or beligerence directed against another faculty member for reasons of gender so long as it does not involve lewd suggestions or undesired gropping. groping.

Proving this less blatant but no less harmful kind of sexual

harassment and discrimination is difficult under any circumstances. However MUNFA's actions have - in my opinion - implicitly condoned such discriminatory behaviour because of the narrow interpretation of sexual harassment because of the narrow interpretation of sexual harassment in the Collective Agreement, and perhaps also because personal politics may take precedence in some instances. It is useful for MUNFA and the University Administration to pursue hiring targets; it might be more useful if they provided support to female faculty members so that they might feel inclined to stay once they are hired.

Having now seen the extent to which the present generation of University administrators and Union executives from the mental properties and union.

generation of University administrators and Union executives (not to mention some of the less enlightened faculty of our own generation) are unwilling to accept the concept of equality except in paying lip service. I have become far more sympathetic to the need for active measures to combat the racism and sexism which still seems to be pregulated in University bureaugues. Dr. Adderdise to be prevalent in University bureaucracies. Dr. Allderdice is above reproach in this regard, but by lending her good name to an association which would appear to be promoting sexism in its ill considered actions she has done the cause of true equality a grave disservice.

> D. Rowlands Memorial University of Newfoundland

Numbers disputed

On page 21 York University is reported as having 222 On page 21 YOR University is reported as having 222 women in tenured and tenure stream positions in 1989-90. The source given is the appropriate branch of Statistics Canada. According to the Office of the Vice President (Institutional Affairs), the actual number is 265. This does not include faculty in the so-called alternative stream (page 1889-888). (mostly language teachers) or professional librarians, even though both groups enjoy tenure. These two groups contained just over 30 women in 1989-90.

Michiel Horn

Editor's note: It is the administration of each university which supplies data to Statistics Canada in its annual survey of full-time university faculty. Statistics Canada does not release information publicly until after each university has verified the accuracy of the data and given permission for its release. The figure of 265 provided to Professor Horn by the office of the Vice-President (Institutional Affairs) was the total

number of women in the "tenure stream" at York, and the

administration includes those on contract and visitors in this "stream". The numbers published in the <u>Bulletin</u> article were restricted to those actually in tenured appointments and in appointments leading to tenure.

Statistic startles

In the spirit of sharing information on employment equity, I have to take issue with your account of the situation at Athabasca University (AU). In the "Status of Women Supplement" of the Bulletin's April edition Susan Jackel writes, "women in fact constitute just over half of senior management at Athabasca, a startling statistic." A startling statistic indeed, but not true. The figure is nearer to 12% and thus hardly better than the already dismal national average.

It is likely that the report confused senior with middle

management where women constitute about 40% of the positions. That is the real story and got lost in the greater claim. Also on the positive side is the fact that AU has one of the handful of female registrars and of science deans to be found in Canadian Universities - appointments which, nonetheless, where unrelated to any institutional concerns

Athabasca University has still a long way to go on the issue of employment equity... But there are several positive features in the situation that your report did not pick up including the number of female middle managers and an improving number of women in senior management (around 24% for September of this year), the existence of a vital women's studies program, the commitment of funds by the University to an equity program, and a faculty association dedicated to keep the issue alive. That is the real story that got lost in the telling.

Athabasca University

Comments? Questions?

The editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

CAUT

294 Albert St., Suite 308 Ottawa K1P 6E6 telephone (613) 237-6885 fax (613) 232-0494

Do Tories aim to abandon the arts?

Perrin Beatty, Minister of Communications, recently invited cultural groups to Ottawa to advise him whether any national cultural programmes can be handed to the provinces as part of a constitutional deal. The intention is clear: What can Ottawa devolve to the provinces? the Canada Council, perhaps? the National Film Board? the CBC?

the CBC?

The government is clearly thinking of dismantling the system of support for the creative arts inside and outside the universities that this country has built up over the past 40 years since the report of the Massey Commission in 1951.

Fundamental to the Massey.

Fundamental to the Massey Commission was the idea that support for culture should be a shared responsibility of the federal provincial and local governments. As recently as four years ago, the Tories accepted this position. Then-Minister of Communications Flora MacDonald explained why Ottawa spends public money on authors, poets, art, opera, publishing, sound recording, films, and TV:

want our access to the

cultural output of the world around us to be unimpeded. But we want and need a choice which includes our own output, our stories, and our views. This is more than a matter of creative accomplishment. It is also a function of economic viability."

But now Ottawa seems to be preparing to abandon its share of

preparing to abandon its share of responsibility, support is to be fragmented into 10 different systems. Several consequences are likely. Support for the arts will decrease — it is illusory to suppose that, even if the federal government were to transfer to the provinces all the money it now spends on culture, that the provincial governments would pass it all on to the support of cultural activities; after all, they haven't done that with federal money intended to support posimoney intended to support post-secondary education, so why should they do it with respect money they do it with respect money aimed at supporting culture? Moreover, there will be unequal access to support, since the poorer provinces will be less able to bear the burden that the federal government is contemplating dumping on them. The "economic viability" of our Canadian culture

viability of our Canadian culture will be vastly reduced. Why this volte face on the part of the government? Because it believes two things. The first belief is that it must

The first belief is that it must devolve responsibility for culture in Quebec to the Quebec government. The Allaire Report recommended that the Federal government withdraw from all support for postas who are all support for post-secondary education and research as well as culture. This has become policy of the Quebec Tory Caucus, leading to the recommendation that the Social Sciences and Humanities Research Council be disbanded The government seems to be taking up this proposal and now adding to it another. In effect it is accepting it another. In effect it is accepting the recommendation of the report of Roland Arpin prepared for Quebec's Minister for Cultural Affairs, that because of the province's need to promote and protect the distinct culture of its majority, therefore "The federal government must withdraw completely from the cultural field, no matter what the future no matter what the fut constitutional status of Quebec.

Conservateurs étaient d'accord

Conservateurs étaient d'accord avec cette position. Flora MacDonald, alors ministre des Communications, a expliqué pourquoi le fédéral versait des deniers publics aux auteurs, aux poètes, aux arris, à l'opéra, à l'édition, à l'enregistrement sonore, aux films et à la télévision:

«Nous voulons que notre accès aux réalisations culturelles du monde qui nous entoure soit libre d'entraves. Mais nous voulons aussi

avoir un choix, et nous avons besoin de ce choix, de nos propres réalisations, de nos histoires et de

nos points de vue. Il s'agit plus que

The second belief is that what the federal government must devolve to Quebec it must devolve to the other provinces.

Now, it may well be that in any Now, it may well be that in any future constitutional arrangements, culture will not be a responsibility shared by the federal government in Quebec. It certainly does not follow from this that the federal government must abandon its role in the rest of Canada. We already have different arrangements in some areas between Quebec and the rest of Canada. There is the Canada Pension Plan and the Quebec Pension Plan. There is the Canada Student Loan Plan, which operates outside Quebec, and another plan for Quebec. There is no reason why there should not be similar arrangements in the area of culture

The alternative is the destruction of the strong system of support for cultural work in the universities and outside them that has been built up over the past 40 years. As the former Ontario Culture Minister Rosario Marchese warned, the dismantling of the support system by transferring the programmes to the provinces would be nothing

the provinces would be nothing short of a "national disaster".

The reasons for a national presence in culture and the arts that were given by the Massey Commission remain sound. So do those given by Flora MacDonald, speaking for the same Tory government that now seems hastily about to reject them. Canadians both inside the university community and outside must recall community and outside must recall this government to its senses, and let Joe Clark know, as he searches for acceptable constitutional changes, that we do not want him and his colleagues to dismantle the federal-provincial partnership supporting culture and the arts.



Editorial by Fred Wilson CAUT President/Président de l'ACPU

existent déjà dans certains secteurs existent déjà dans certains secteurs entre le Québec et le reste du Canada, entre autres le Régime de pension du Canada et le Régime de rentes du Québec. Le Régime de prêts aux étudiants du Canada, offert hors Québec, et le Régime de prêts et bourses du Québec. Il n'ya aucune raison de ne pas avoir le même genre d'entente dans le domaine de la culture.

En fait, le fédéral vise plutôt à détruire le solide système de soutien aux oeuvres culturelles à

soutien aux oeuvres culturelles à l'intérieur et à l'extérieur des universités bâti au cours des 40 universités bâti au cours des 40 dernières années. Le ministre de la Culture de l'Ontario, M. Rosario Marchese, a fâit une mise en garde. Il estime que si l'on détruit le système de soutien en transférant les programmes aux provinces, nous ferons ni plus ni moins face à un désastre national.

un desastre national.

Les raisons d'une présence
nationale dans la culture et dans les
arts qu'a formulées la Commission
Massey demeurent judicieuses. Il
en va de même des déclarations de
Flora MacDonald au nom de ce même gouvernement qui semble empressé maintenant de les réfuter. Les Canadiens et les Canadiennes, tant au sein de la collectivité universitaire qu'à l'extérieur, doivent ramener le gouvernement fédéral à la raison et faire savoir à Joe Clark, dans sa quête pour des modifications constitutionnelles modifications constitutionnelles acceptables, que nous ne voulons pas que lui et ses collègues détruisent le partenariat fédéral-provincial soutenant la culture et les arts.

Les Conservateurs veulent-ils abandonner les arts?

Perrin Beatty, ministre des Communications, a invité récemment à Ottawa des groupes culturels à Ottawa pour le conseiller sur des programmes nationaux culturels qui pourraient être cédés aux provinces dans le cadre d'une entente constitutionnelle. L'intention est on ne peut plus clair: Qu'est-ce que le fédéral peut transmettre aux provinces? Le Conseil des arts peut-être? L'Office national du film? Radio-Canada?

Il ne fait pas de doute que le

gouvernement songe à démanteler le réseau de soutien des arts de création tant à l'intérieur qu'à l'extérieur des universités que le pays a bâti au cours des 40 dernières années depuis le dépôt du rapport de la Commission Massey

Il était fondamental pour la Commission Massey que le soutien à la culture relève conjointement

des gouvernements fédéral, provinciaux et municipaux. Il y a seulement quatre ans, les sculement quatre ans,

Thus whether it is a decent salary

as against a subsistence wage; a democratic set-up as against an authoritarian one; logical and just rules of tenure as against arbitrary

ones...it's really up to us. But it does

_ continued from page 1

l'accomplissement d'une création. Il s'agit aussi d'une fonction de la

viabilité économique.

Toutefois, le fédéral semble maintenant prêt à abandonner sa part de responsabilité. Il faudra part de responsantite. I taudra morceler en dix systèmes différents l'aide financière, ce qui peut entraîner plusieurs conséquences possibles. Le soutien aux arts diminuera. De fait, il est illusoire de supposer que même si le gouvernement fédéral transférait aux provinces les crédits qu'il consacre à la culture, les gouvernements provinciaux s'en servent pour sontenir les activités culturelles. Après tout, ils ne l'ont pas fait pour les crédits visant à soutenir l'enseignement postecondaire, pourquoi le feraient-ils pour les deniers réservés à la culture? Par surcroît, l'accès à cette aide sera inégale puisque les provinces les plus pauvres seront moins aptes à supporter le fardeau que le gouvernement fédéral envisage de leur céder. La «viabilité économique» de notre culture canadienne sera extrêmement

Pourquoi le gouvernement fait-il volte-face? Parce qu'il croit deux

choses.

La première est qu'il croit qu'il doit déléguer au gouvernement du Québec la responsabilité de la culture au Québec. Le rapport Allaire a recommandé que le gouvernement fédéral se retire de toute l'aide financière consentie à l'enseignement postsceondaire, à la recherche et à la culture. Le caucus québécois des Conservateurs a adopté cette politique, ce qui a entraîné la recommandation de disperser le Conseil de recherches en sciences humaines. Le gouvernement semble retenir cette proposition et lui en ajouter une autre. En fait, il accepte la ecommandation du rapport de Roland Arpin, rédigé pour le ministre des Affaires culturelles du Québec, selon laquelle le gouvernement devrait se retirer complètement du domaine culturel quel que soit le futur statut constitutionnel du Québec parce que la province doit promouvoir et protéger la culture distincte de sa

majorité. En deuxième lieu, gouvernement fédéral croit qu'il doit déléguer aux autres provinces ce qu'il cède au Québec.

Or, il se pourrait fort bien que la culture ne soit pas une responsabilité commune du gouvernement fédéral et du Québec advenant la conclusion d'une entente constitutionnelle. Ce n'est certainement pas pour cette raison que le gouvernement fédéral doive abandonner son rôle dans le reste du Canada. Diverses ententes

CAUT turns 40

the inaugural issue of the CAUT Bulletin. He wrote:

What goes on in Canadian Universities is pretty much up to us. As individuals, we always have the choice of selling our souls or keeping them, and when the kids have no shoes and the going is tough, the temptation is quite real. As a member of a group, however, the more we maintain our integrity, the stronger the group becomes and the greater the probability that its just demands will be met.

call for the exercise of intelligence and group solidarity. Surely we have enough intelligence and cnough remaining loyalty to those values which the university represents to say, as a group, "this is the way it is going to be" and to hold fast muil it is that way.

L'ACPU a 40 ans

L'ACPU fête ses 40 ans de service à la collectivité universitaire. Sa création en 1951 avait pour but d'offrir aux associations locales un centre d'information et, aux universitaires, un organe représentant les questions nationales touchant l'enseignement postsecondaire.

Il est intéressant de remarques

que les problèmes touchant la profession universitaire il y a quarante ans sont assez semblables

à ceux d'aujourd'hui. Le premier a ceux d'aujourd nui. Le premier Bulletin de l'ACPU, publié en 1943, identifiaît des préoccupations comme le financement des universités, le niveau des salaires, la loi de l'impôt sur le revenu et les exemptions, la permanence et les congés sabbatiques. Malgré les grands progrès que nous avons pu faire au fil des ans dans le cas de la permanence et des congés sabbatiques, nous continuons suite à la page 4

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Dr. Stuart Smith

La Commission Smith: un document de réflexion fort décevant

L'ACPU a témoigné en décembre dernier devant la Commission Smith, créée par l'AUCC. Au printemps, M. Smith, président de la commission, a distribué un document de réflexion résumant les interventions écrites et orales qu'il avait reçues et donnant

quelques indices sur sa réflexion. Le Comité de direction, en réponse au document, s'est félicité de l'engagement de M. Smith envers l'enseignement au 1er cycle Mais, dans l'ensemble, le document déçoit. Il semble éviter la question du financement et laisse entendre

qu'il faudrait diminuer les fonds à la recherche pour améliorer l'enseignement au 1er cycle. Le Comité de direction reproche au document certaines dichotomies irréelles et certains oublis. Enfin, il lui reproche également de rapporter, sous le couvert de l'anonymat, le point de vue de hauts fonctionnaires provinciaux sur les universités et les professeurs. L'étude révèle en effet que la provinciaux sont plus enclins à blâmer les victimes du sous-financement que les responsables.

Smith's Issues Paper largely disappointing

The CAUT appeared before the Smith Commission last December. AUCC created this commission Smith Commission last December, AUCC created this commission under Dr. Stuart Smith. The main focus has been the undergraduate curricultum. In the spring Dr. Smith circulated an Issues Paper which summed up the responses he had received and gave some pointers to his thinking. his thinking.

CAUT responded to that paper. The Executive noted that it was pleased to see the commitment of Dr. Smith to undergraduate education, his scepticism about the current fad for performance indicators, his concern about the participation of non-traditional students and his view that universities should hire more women as senior administrators. The Executive also thought his views on the relative merits of Canadian and United States universities balanced and sensible.

But overall the CAUT Executive

is disappointed in the paper. Dr. Smith seems to have a fixation about avoiding the question of financing. This leads him to hint here and there that improvements in undergraduate education should be funded at the expense of research. If this should be his final conclusion, it would be extraordinary since, when he was President of the Science Council, he incessantly urged the universities to do more practical and applied

There is also a vague reference to There is also a vague reference to reallocation. The CAUT Executive thinks that is a 'code phrase' for drastically curtailing departments such as philosophy, history and political science. The Executive expressed the hope that Dr. Smith had not joined the camp of the philisting.

The executive sees the section on women in the university as bland and perhaps over-fearful of the current media hype about 'politically correct' behaviour.
Nothing is said about the crisis in university libraries or about the failure of Ottawa and the provinces to agree on a rational and coherent policy in regard to international

The issues paper suggests some unreal dichotomies. It seems to suggest that if students hope to get better jobs by coming to university, they could not be interested in they could not be interested in personal intellectual development. Another dichotomy is between teaching and research. For most professors research and scholarly activity inform teaching. The exceptions are always paraded, but the CAUT Executive feels that we chould not been pelitic nor the second of the country of the should not base policy on the exceptions but rather ensure that the system is supple enough to

Dr. Smith wants the established tenured faculty to teach more undergraduate courses but presented no practical suggestions as to how this could be done without hiring more faculty in the tenure stream.

He commissioned a study which anonymously reported the views of high-ranking provincial civil servants on universities and faculty. Servants on universities and faculty. CAUT noted that these are the people who always talk about accountability but evidently do not want to practice it themselves. The study is interesting because it shows that most provincial governments intend to blame the victims for underfunding, not the victimizers.

L'ACPU a 40 ans

_ suite de la page 3

toujours à nous intéresser à l'amélioration du financement des universités et à l'obtention de niveaux salariaux concurrentiels et considérations fiscales raisonnables.

débuts, l'ACPU À ses débuts, l'ACPU représentait un peu moins de 1 500 membres de 13 associations locales de professeurs. Aujourd'hui, ce nombre s'élève à presque 27 000 dans 58 campus. Au long de ses quarante années d'existence, l'ACPU a élaboré de nombreux ènoncés de principes et formulé des positions qui sont devenus la norme dans les universités canadiennes. Elle a contribué à l'àction collective. ses Elle a contribué à l'action collective qui a permis d'améliorer la qui a permis d'ameliorer la condition des professeurs, des bibiothécaires, des chercheurs, des groupes minoritaires et d'autres des universités d'un océan à l'autre. Le président de l'A CPU, dans le

premier numéro du Bulletin de l'ACPU résume en quelque sorte la valeur d'un porte-parole national pour les universitaires:

Ce qui se passe dans les universités canadiennes dépend pas

ual de nous. Individuellement, nous avons toujours le choix de vendre notre ûme ou de la conserver. La tentation est assez réelle lorsque les eufants n'ont pas de chanssures et que la vie est dure. En taut que que la vie est aure. En taut que membres d'un groupe, cepeudant, plus nous maintenons notre intégrité, plus le groupe se renforce et plus il est probable que ses justes doléances soiem satisfaites.

Donc, que ce soit un salaire décent coutre un salaire de subsistance, un établissement démocratique contre un amoritaire; des règles logiques et justes de permanence courre des règles arbitraires, tout cela dépend réellement de nous. L'intelligence et la solidarité collective sont tontefois nécessaires. Nous avons certainement assez d'intelligence et nous sommes encore assez lovaux envers ces valenrs que l'université représeute pour déclarer collectivement «c'est comme cela declarer que cela va être» et de tenir bon squ'à ce que cela soit comme cela

Votre

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What's in a name? More than meets the eye

By Dr. Susan Jacke!
Member, SWC Committee
In a few short decades the phrase
'status of women' has entered our
working vocabulary. The term
denotes a widespread acknowledgement that women have less social,
notifical and economic power and ment that women have less social, political, and economic power and privilege relative to men. and, further, that this is a situation that ought somehow to be changed in women's favour until something like belance (the public of the property of the prope women's favour until sometiming like balance ("equality") is achieved. But the change should not be too abrupt or upsetting; words like "oppression", "liberation" and "transformation" should be left by responsible academics to the "women's libbers" (old style dismissal) or "radical feminists" (current dismissal epithet). By contrast, "status of women" is now familiar, domesticated, safe.

The power to affix names to the processes and players of change-making has received searching scrutiny over the past decade and a half from linguists, discourse theorists, constructivists and others intrinued by the contractivists. theorists, constructivists and others intrigued by the power/knowledge nexus. "Am I That Name?" asks historian Denise Riley, echoing Desdemona and narrating a history of fluctuating meaning in that seemingly unambiguous work, "women". And what, after all, does "status" mean, except that hierarchy is the invariant condition of modern industrial societies? industrial societies?

industrial societies?

The power of naming continues to enter into women's activism on campus. What messages are sent by "women's issues" vs. "status of women"" "equal opportunity" vs. "employment equity"? "positive action" vs. "affirmative action"?

"special measures" vs. "enabling measures"? Is it a progressive or a regressive move to have the Status of Women Advisor/Committee "broadened" into an Office of "broadened" into an Office of Human Rights, or an Equity Committee, or a Gender Issues Committee? The name change is never without effects; when the word "women" disappears, there is always the danger that opportunities for women's voices to be heard will disappear along with it. disappear along with it.

For the increasing number of

For the increasing number of women activists on campus who are also involved in feminist scholarship, the concepts and vocabulary of oppression and transformation are no longer alien and excessive. Rather, a consensus is emerging that it is now a question of naming the situation and framing the remedy such that real change

androcentrism or sexism or misogyny, then we should not shrink from using those words, and using them with precision and with confidence that the meaning we give them, and not someone else's attributed meaning, is the one that

It is worth recalling how recent It is worm recaining now recent the recognition is of sexual harassment as a form of discrimination against women. Women knew the practice, but until sexuat harassment was named and then should be consequently and legal clothed in conceptual and legal recognition the harassers had the upper hand. We are now evolving the same degree of precision in defining gender harassment, a major part of the "chilly climate" that too many women students and faculty still encounter on Canadian

These are some of the issues that CAUT's Status of Women Committee will be examining this year. They will form themes in our upcoming workshop in Ottawa November 1 & 2, 1991 announced in this Bulletin, and will be discussed in our annual CAUT Bulletin Supplement later in the year. If you share our concerns, please contact us through Mariette Blanchette or Sue Trounce at CAUT or through any member of the Committee



Dr. Susan Jackel

Le Comité du Statut de la Femme de l'ACPU se penchera sur Femme de l'ACPU se penchera sur certaines des questions susmentionnées au cours de l'année. Ces questions formeront d'ailleurs les thèmes de notre prochain atelier, annoncé dans le Bulletin, qui aura lieu à Otlawa les 1°° et 2 novembre. Elles feront en outre l'objet de discussions dans notre supplément annuel du Builetin de l'ACPU plus tard cette année. Si vous parlagez nos préoccupations. vous partagez nos préoccupations, veuillez nous le faire savoir en communiquant avec Mariette Blanchette ou Suc Trounce à l'ACPU, ou par le biais d'un membre du Comité.

Les mots : quel pouvoir!

Par Dr. Susan Jackel Membre, CSF

Depuis quelques décennies, l'expression «statut de la femme» est entrée dans la langue de tous les jours. Elle indique que l'on admet en général que la femme détient moins de pouvoir et de privilèges sociaux, politiques et économiques sociaux, politiques et economiques que l'homme, et qu'il faut redresser la situation afin de pourvoir à un certain équilibre (l'égalité, peut-être...). Mais le changement ne devrait pas être trop radical ni trop contrariant. Les universitaires responsables devraient laisser les tenantes de la libération des femmes (terme aprica) ou les femmes (terme ancien) ou les feministes radicales (expression courante) utiliser des termes tels «oppression», «libération» et «transformation». Par contre, l'expression «statut de la femme» est maintenant familière, adoptée par tous sans conséquence

Depuis quinze ans, linguistes

rhétoriciens, constructivistes et autres personnes intriguées par le lien entre le pouvoir et les connaissances étudient minu-tieusement l'ajout de noms aux tieusement l'ajout de noms aux processus et aux catalyseurs du changement. «Femme... suis-je vraiment ce mot?», de demander l'historienne Denise Riley, rappelant Desdémone et racontant l'histoire de la signification changeante de ce mot apparemment très clair. Et, après tout, que signifie le terme statut, sinon que la hiérarchie est la condition invariable des sociétés industrielles modernes?

Sur les campus, le pouvoir de

industrielles modernes?

Sur les campus, le pouvoir de nommmer fait encore partie de l'activisme féminin. Quels messages véhiculent les termes «questions féminines» par rapport à «statut de la femme», et «égalité d'accès» par rapport à «équité d'emploi», action positive par rapport à action affirmative?

Qu'en est-il de «mesures spéciales» par rapport à «mesures habi-litantes»? Va-t-on en progressant ou en régressant lorsque l'on élargit le Comité du Statut de la femme en Bureau des droits de la personne, en Comité de l'équité ou en Comité sur les questions sexistes? changement de nom n'est toutefois pas sans effet; lorsque le mot vécemme» est supprimé, il y a toujours le risque que ne s'éteignent également les possibilités pour les femmes de se faire entendre.

Pour le nombre croissant d'activistes féminines qui se spécialisent en études sur les femmes, les concepts et les termes relatifs à l'oppression et à la transformation ne sont plus inconnus ni excessifs. On s'entend plutôt pour dire qu'il faut maintenant désigner la situation et mettre au point une solution catalytique pour que les choses

bougent. Si le problème est l'androcentrisme, le sexisme ou la misogynie, nous ne devrions pas craindre d'utiliser ces termes, de le faire avec précision et en sachant que le sens que nous leur donnons, et non le sens qui leur a été

attribué, est le seul qui compte.
N'oublions pas que ce n'est que récemment que l'on a reconnu le harcèlement sexuel comme une forme de discrimination contre les femmes. Les femmes connaissaient cette pratique, mais avant que l'on ait donné un nom au harcèlement sexuel, et qu'on l'ait reconnu sur le sexuel, et qu'on l'ait reconnu sur le plan conceptuel et juridique, c'étaient les harceleurs qui avaient le dessus. Le même degré de précision existe actuellement dans la définition du terme harcelement sexiste, une partie importante du «Climat refroidissant» que trop d'étudiante et de professeures d'étudiantes et de professeures rencontrent encore sur les campus canadiens.

Mount Allison

financial reasons being cited as cause for the need for academic

layoffs.
Under the collective agreement a Committee had to be formed which was to "examine possible methods of avoiding layoffs including, but not restricted to, leaves of absence, early retirements, transfers, retraining, and the liquidation of assets".

The membership on this Committee consisted of two persons appointed by MAFA, two persons appointed by the employer, and a chair elected by Senate.
MAFA appointed Howard Snow
from CAUT and Rick McGaw
from UNB, the employer appointed its Comptroller, Sharon Macfarlane, and its Director of Personnel, David Stewart. The Chair, elected by Senate, was Elmer

Tory, Professor of Mathematics.
Starting April 2, the Tory
Committee met several times. It
invited and received briefs and suggestions from all sectors of campus. There was a public hearing at which all interested parties could make and discuss submissions and proposals. Committee reported by the deadline of May 9, putting forward a wide range of measures which can be implemented instead of layoffs. The report of the Committee was

unanimous. It concludes: "To put it in the terms spelled out in the Collective Agreement, we do not regard the layoff of employees as required; nor are they necessary".

A motion to accept the report and asking Dr. Brown to halt the continued from page 1

process was passed at the CAUT Council meeting in May. In spite of this, MAFA was notified on June 17 by Dr. Brown that, in her opinion, bona fide financial and bona fide academic reasons continued to exist for the layoff of academic staff. At the same time, as required by the Collective Agreement, a special meeting of Senate was held to discuss the question of layoffs and alternatives to layoffs as proposed

in the Tory report.

At this meeting, held on June 24 Senate passed a motion, 30 to 2, to adopt the Tory report. A second motion recommending that the President and the Board of Regents cease the layoff process was also carried by a large majority.

On July 1, the new President, Ian Newbould, took office. At the request of Senate he held a special meeting of Senate on July 15, for discussion of the information on which the Board and the which the Board and the Administration had based their decision to continue the layoff process. This information, however, was not provided at this meeting and the President admitted that more information was required and that no proposal had yet been put together showing how to deal with layoffs. with layoffs.

Still another meeting of Senate was scheduled for August 2. At this meeting, the Administration presented a revised statement of the financial situation which set the projected deficit at a considerably higher figure than had been presented to the Ad Hoc Committee to Avoid Layoffs. They also presented a set of measures which

would reduce the increased deficit while avoiding layoffs, as well as seenarios involving layoffs. The alternatives to layoff proposals submitted by the Administration adopted many, but not all, of the recommendations of the Tory report as well as additional measures to reduce costs or increase revenues. The Admin-istration, thus, demonstrated once again that layoffs of academic staff are neither required nor necessary.

After considerable debate and

discussion of the repeated failure of the Administration to estimate accurately its costs and revenues, and the failure to take timely steps to meet anticipated financial problems, Senate adopted a motion requesting that the Administration and the Board of Regents pursue alternatives to layoffs and that they cease the layoff process.

At the time of writing, another meeting of Senate has been called for August 14 to discuss a set of for August 14 to discuss a set of proposals put in the form of motions concerning a restructured academic program and permitting many of the measures included in the Administration's proposal of alternatives to layoffs. The President has not yet, however,

stopped the layoffs process.

According to the Collective
Agreement, if layoffs are to begin,
effective July 1, 1992, tenured
employees to be laid-off must be
notified by October 1, and others by January 1. Before any such notifications, a number of other steps must be taken. The President has asked the Union to agree to a modification of the period for

notice of lavoffs or of the date when layoffs would become effective. The Union Executive has not yet made a final decision on the

President's request.

The current financial situation is the result of many years of mismanagement, poor investments, and deficit spending under several administrations. The current President, and the Interim President who preceded him, the poor ways of the current president who preceded him, the poor ways of the current president who preceded him, the poor ways of the current president who preceded him, the poor ways of the current president ways of the current ways of the current ways of the current ways o sbould have been aware of the situation, should have been able to inform the Union and the Senate at an earlier date of the possibility of layoffs, and are, thus, responsible

for the compressed schedule which now confronts us.

Both the Tory Committee and the Administration itself have the Administration itself have proposed alternatives to layoffs that would deal with the financial shortfall. The Union has been cooperative, and will continue to cooperate, in the exploration and implementation of measures which would avoid layoffs. The Union cannot cooperate in facilitating layoffs of academic staff which have not been demonstrated to be necessary and, in fact, have been clearly demonstrated to be

Mount Allison: des professeurs permanents seront-ils licenciés?

Le présent article relate le déroulement des événements depuis l'annonce des licenciements jusqu'à la tenue d'une réunion du sénat le 14 août. Il semble que l'Université de Mount Allison soit la première université canadienne à prendre des mesures susceptibles d'aboutir au licenciement de convention collective est en

vigueur. Le 14 mars, intérimaire, Mme Sheila Brown, invoque des procédures de licenciement pour des motifs financiers sérieux et des motifs universitaires sérieux. De cette façon, l'administration espère contourner la convention collective qui ne permet pas le lieenciement de permanents pour de seuls motifs universitaires. Un comité spécial est créé dans le but d'examiner des

moyens possibles d'éviter les licenciements. Le 9 mai, le comité dépose son rapport et conclut que les liceneiements ne sont pas nécessaires. L'ACPU, à l'assemblée necessares. L'ACPO, a l'assemblee de mai du Conseil, adopte une motion en faveur du rapport demandant à Mme Brown de mettre fin aux licenciements. Le ler juillet, un nouveau recteur entre en fonction. Le 2 août, l'administration prouve que les licenciements ne sont pas nécessaires. Le sènat, devant l'évidence de l'échec de l'administration à prendre les mesures opportunes pour redresser la situation financière, adopte une motion exigeant de l'administration et du conseil des régents de cesser les licenciements. Au moment de la rédaction de l'article, le sénat devait se réunir le 14 août. Toutefois, le recteur n'a pas encore mis fin au processus de licenciement.

CAUT BULLETIN ACPU

SEPTEMBER / SEPTEMBRE - 5

Government interference threatens bargaining process

By Rick McGaw Chairperson, CAUT Collective Bargaining Cooperative The most startling development in collective bargaining this year has been the direct interference in has been the direct interference in the bargaining process by the federal and several provincial governments. Wage freezes have been imposed on the universities by the governments of Newfoundland, Nova Scotia, and New Brunswick. Legally negotiated agreements are being overridden by the legislatures. Quebec universities agreed to a voluntary wage freeze before legislation was passed and New Brunswick universities were excluded from the legislation by regulation, after agreeing to a

voluntary freeze.

This is an attack on the right to bargain collectively in the universities as well as an intrusion into the traditional autonomy of the universities from government interference. This is clearly linked to declining funding under EPF and the possible abandoning of the federal role in post secondary education in the next round of constitutional bargaining. constitutional bargaining.

I believe that one of the major

I believe that one of the major reasons why governments have been prepared to include universities in wage restraint legislation — despite the harm that it can cause — is that they do not understand the labour market that universities face. For most public

service jobs it is not difficult to recruit candidates from the local market. Even with wage freezes in the public service recruitment for most positions is relatively easy. We, on the other hand, search and recruit from a national and international market. If university salaries in one area fall substantially salaries in one area fall substantially out of line with the rest of the country it will be difficult to find eandidates in those areas. For example, with a two year freeze, university salaries in Nova Scotta may fall some \$6,000 behind the Canadian average.

We must be prepared in the coming years to see negotiations in a broader context. Years of sound negotiating can be vitiated

overnight by legislatures. Faculty overnight by legislatures. Faculty unions have always been prepared to take a long term view in negotiations. In those universities where salaries have fallen substantially behind, the faculty has worked to catch up over several years. This responsible approach to years. This responsible approach to bargaining has not been appreci-ated by governments and as a result they have been prepared to eliminate overnight gains that took years to achieve. We have to begin to look at a negotiating/lobbying continuum. Dealing with the university and the government can no longer be separate events with different goals but must be pursued as an integrated strategy. It is difficult to see the situation improv-

Nous avons

commencé

envisager une continuité entre le lobbying et les négociations. Nous ne pouvons plus séparer les négociations avec l'université et le

gouvernement, avec des objectifs différents pour chacun. Nous

devons chercher à avoir une stratégie intégrée. Il est difficile de

prévoir une amélioration sensible de la situation dans un avenir

rapproché. La collaboration des

ing substantially in the near future and the cooperation of faculty at all and the cooperation of needing at an levels is more important than ever before. It is my hope that the Collective Bargaining Cooperative can play an important role in securing the future of the Canadian

TO REMEMBER: Senior Negotiator's Forum, November 15-17, 1991 (Westin Hotel, Ottawa)



Rick McGaw

professeurs à tous les paliers est donc plus importante que jamais. l'espère que la Coopérative de négociation collective pourra jouer un rôle important en aidant à garantir l'avenir du système universitaire canadien.

L'ingérance gouvernementale menace la négociation collective

Par Rick McGaw
Président, Coopérative de
négociation collective de l'ACPU
L'ingérence directe des
gouvernements fédéral et provinciaux dans la négociation collective est sans doute l'évènement le plus alarmant survenu dans le domaine de la négociation collective cette année. Les gouvernements de Terre-Neuve, de Nouvelle-Écosse et du Nouveau-Brunswick ont imposé aux universités un gel des salaires. Les assemblées législatives outrepassent des ententes négociées légalement. Les universités du Quéhec ont accepté un gel volontaire des salaires avant l'adoption d'une loi en ce sens. D'autre part, les universités du Nouveau-Brunswick, après avoir consenti à un gel volontaire, ont été exclues de la loi par un règlement.

Ces mesures sont un affront au droit de négocier collectivement dans les universités et constituent une intrusion dans l'autonomie traditionnelle des universités de la

part des gouvernements. De toute évidence, ces gestes sont liés à la diminution du financement en vertu du FPE et à la possibilité que le fédéral abandonne son rôle dans l'enseignement postsecondaire lors des prochaines négociations constitutionnelles.

Je crois que les gouvernements sont disposés à inclure les universités dans une loi restreignant les salaires, malgré les torts que de telles mesures peuvent causer, principalement parce qu'ils ne principalement parce qu'ils ne comprennent pas le marché du travail auquel les universités font face. En effet, pour la plupart des emplois à la fonction publique, il n'est pas difficile de recruter des candidats localement. Le recrutement pour la plupart des emplois est relativement facile et ce, malgré le gel des salaires dans la fonction publique. Par contre, les universités sélectionnent et recrutent dans un marché national et international. Si les salaires des universitaires dans un domaine sont considérablement inférieurs à ceux

du reste du pays, le recrutement de candidats sera alors difficile. En Nouvelle-Écosse par exemple, où les salaires sont gelés pendant deux ans, les salaires des universitaires risquent d'être de 6 000 \$ inférieurs à la moyenne canadienne.

Au cours des prochaines années,

nous devons être prêts à voir les négociations dans un contexte plus large. Du jour au lendemain, des années de négociation peuvent être gâtées par des assemblées législatives. Les syndicats de législatives. Les syndicats de professeurs ont toujours été disposés à voir à plus long terme en matière de négociations. Là où les salaires sont considérablement inférieurs, les professeurs s'effor-cent de rattraper les salaires perdus. Bien souvent, ce «rattrapage» ététale sur un carrière professeurs s'étales un un carrière professeurs sur s'étales un un carrière professeurs sur s'étales un un carrière professeurs sur s'étales un un carrière professeurs s'étales un un carrière s'étale sur un certain nombre d'années. Les gouvernements n'apprécient pas cette attitude raisonnable vis-à-vis la négociation. Ils sont disposés, en conséquence, à éliminer du jour au lendemain des gains que les professeurs ont pris des années à acquérir.

COOP ELECTS NEW EXECUTIVE COOPÉRATIVE: ÉLECTION D'UN NOUVEAU COMITÉ DE DIRECTION

The Collective Bargaining Cooperative Board of Directors, met in Ottawa on May 9, and elected the following members to the COOP Executive for

Le Conseil de direction de la Coopérative de négociation collective s'est réuni le 9 mai et a élu les membres suivants au Comité de direction de la Coopérative pour l'année 1991-1992:

R. McGaw (New-Brunswick) Chairperson/président

D. Woolf (Dalbousie) Treasurer/trésorier

G.J. DeBenedetti (Mount Allison)

M. Kubara (Lethbridge)

E. Zimmermann (Lakehead)

J. Lorimer (Wilfrid Laurier)

R. Melchers (Ottawa)

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CAUT outlines position on Boards of Governors

The Ontario Minister for Universities and Colleges, the Hon. Richard Allen, called this summer for submissions concerning the structure of boards of governors in Ontario universities which, the Minister noted, varied greatly across the province. OCUFA asked CAUT to submit a reply in addition

The President of CAUT, The President of CAUT, Professor Fred Wilson, told the Minister that CAUT was conducting a study of university governance and that the issue of boards of governors would be before the September CAUT Council, but CAUT would respond on the hasts of existing policy and on the basis of existing policy and

Prof. Wilson pointed out that in order to discuss the structure of boards of governors, one had to decide the purpose that boards fulfilled

In the 1960s CAUT and AUCC had jointly sponsored the Duff/Berdahl Commission which had recommened primacy within the university for a senate on which the elected faculty would be a majority. Boards of governors

post-secondary education and research should remain a shared

federal-provincial responsibility with an opt-out arrangement for Quebec as desired by its faculty federation. He noted that this latter

arrangement is already the case in the area of student aid.

scale democratic federations most

like Canada (i.e. the United States, Australia and Germany), the

Federal government has greatly

increased its presence in post-secondary education and research since the Second World War. These

states came to believe that a strong

university sector was a key to nation-building and international

competitiveness and that without significant federal support, higher education would wither and become parochial.

However, in Canada the Federal government appears ready to

march us in the opposite direction. Why? Because Quebec demands

complete control of higher education, research and culture,

and what is given to Quebec, so the

Tory ministers think, must be given

This will mean ten independently-financed university systems which

are supposed to compete with the United States, Germany, and Australia, not to mention the Common Market which has been

rapidly developing and funding a series of pan-European post-secondary pro-grams. Professor Wilson suggests that special arrangements for Quebec are a better solution than total

better solution than total decentralization.

the CAUT has been trying to work out with its local and provincial

During the spring and summer

to all the other provinces

The CAUT President has also written to a number of newspapers pointing out that in the three largeshould be responsible to the public for overall accountability and for the defence of their institution, particularly when threatened with ill-will or ignorance. It was not their function to meddle in the administration of the university.

CAUT favoured:

• the nominating by the province of only a minority of the members of the board and adopting appointment mechanisms to avoid

appointment mechanisms to avoid patronage appointments: • changing the social composition of boards by increasing the number of women, representatives of the First Nations and the disabled;

ensuring that Ontario universities could appoint board members from anywhere in Canada and not just from their locality;

• considering other methods of

community liaison so that boards did not grow beyond about 25

· electing representatives of the support staff and the students to the

board;
• electing faculty members to the

The participation of faculty on

the board arises from their expertise and technical competence expertise and technical competence in the educational and research functions of the university. The faculty is not simply another interest group, Prof. Wilson pointed out, but are present along with the president in order to convey the nature of academic issues to the members of the board. The faculty members should be elected by the whole faculty.

Prof. Wilson urged the

mandating of rules of openness since secrecy vitiates the usefulness of faculty or other representatives on boards. He recommended the adoption of the CAUT policy on conflict of interest and suggested that the faculty on the board should

not participate in the formulation of not participate in the formulation of the board's collective bargaining strategy. Finally, he reminded the Minister that in Germany, in the private sector, union members sit on corporate boards that negotiate with the local union and noted that Canadian universities were one of the few major employers in Canada to experiment with this model.

Les conseils d'administration: les grandes lignes de la position de l'ACPU

Le ministre des Universités et Collèges de l'Ontario, l'honorable Richard Allen, a sollicité des mémoires sur la composition des conseils d'administration des universités ontariennes. L'UAPUO (OCUFA) a demandé à l'ACPU d'ajouter une intervention à sienne. Le président de l'ACPU, Fred Wilson, a dit au ministre que l'ACPU se fonderait sur

l'expérience et les politiques existantes puisque sa commission sur la direction des universités ne traiterait de la question des conseils d'administra-tion que lors de l'assemblée de septembre du Conseil. M. Wilson a ensuite rappelé au ministre les conclusions de la Commission Duff/Berdahl et les critères régissant la composition des conseils d'administration que

privilégiait l'ACPU.

M. Wilson a poursuivi en déclarant que la présence de professeurs au sein de ces conseils permet de transmettre les préoccupations de leur groupe. Il a suggéré également que les professeurs siégeant à des conseils d'administration ne participent pas à la formation de la stratégie de négociation collective des conseils

Constitution

continued from page 1

educational president. Last year President Bush convened a meeting The CAUT Executive will be recommending to the governing Council in September that it continue to support the reform of Established Programs Financing which it suggested in 1984 and, with state governors to announce a series of general principles. However, CAUT President Fred Wilson has noted that in both Canada and the United States there has been no failing that, a return to the cost United States there has been no money to back up the talk.
Professor Wilson has also written to Constitutional Affairs Minister Joe Clark stating that CAUT is firmly committed to the view that sharing arrangements that existed prior to 1977. It will also be calling for a series of programs funded by the Federal government including student aid, research, assistance to

equity programs and of capital

In addition, the Executive will call on Ottawa to maintain federal institutions which are vital to the academic community. Examples of such institutions are those which provide essential services, such as Statistics Canada. Other examples — such as the National Library, the - such as the National Elolary, in National Archives, the national museums and the Canadian museums and the Canadian Institute for Scientific and Technical Information — form an integral part of the scholarly and research work of the university

community.

British Columbia will be pressing

for an addition to the list. It wants CAUT to support the direct funding of the universities by Ottawa if the provinces and the Federal government cannot agree on a reformed transfer arrange

CAUT also hopes that it will be able to work with the unions and federations which represent other employees in the university as well as those who teach in the community colleges. It has also contacted the Canada Council and the Canadian Museums Association to see if we can work out mutually-supportive arrangements.

This fall there will be a vigorous constitutional debate. The CAUT President has said that it is vital for the university community to participate since its funds are participate since its funds are directly at risk. The Association of Universities and Colleges of Canada as well as the Canadian Federation of Students are also developing proposals. It is important, Professor Wilson said, that the university community not be drowned out in the constitutional clamour. We have not had as important a debate on higher education in this country since the Massey Commission in the

Constitution

_ suite de la nage 1

principal de 1991-1992, plus une des 320 millions de dollars supplémentaires qui seront dépensés au cours des cinqprochaines années.

small universities, a new program for aid to university and college libraries, funding of educational

L'aile québécoise du Parti Conservateur demande une décentralisation massive similaire de la politique culturelle. Elle s'interroge sur la pertinence du Conseil des Arts du Canada (105,8 millions de dollars prévus au budget de 1991-1992) et a recommandé l'abolition du Conseil de recherches en sciences humaines du Canada (97,6 millions de dollars en 1991-D'autres fonctionnaires fédéraux parlent de fermer les galeries d'art et les musées fédéraux. M. Perrin Beatty, ministre des Communications, a demandé à la communauté artistique de lui fournir des conseils sur les activités culturelles fédérales qui devraient être confiées aux

Il n'est pas aussi facile de deviner ce que les Conservateurs veulent faire dans le domaine des politiques de recherche, hormis l'attaque dirigée contre le Conseil de recherches en sciences humaines du

Au coeur de tout ce débat sur la décentralisation, on a toutefois

entendu une petite voix qui semble aller dans la direction opposée, mais on se trompe sûrement. Dans le discours du Trône qu'il a prononcé le printemps dernier, le gouvernement s'engageait à atteindre certains objectifs en matière d'éducation. Il semble qu'il voulait plutôt imiter le président américain George Bush, qui a dit vouloir être reconnu comme le président ayant mis l'accent sur l'éducation. L'an dernier, M. Bush a réuni tous les gouverneurs d'État

afin de leur faire connaître une série de principes généraux. Cependant, M. Fred Wilson, président de l'ACPU, a noté que, tant au Canada qu'aux États-Unis,

aucun montant n'avait été alloué pour appuyer ces belles paroles. M. Wilson a également écrit à M. Joe Clark, ministre des Affaires constitutionnelles, précisant que l'ACPU croyait fermement que l'enseignement postsecondaire et la recherche devraient demeurer la responsabilité conjointe du gouvernement fédéral et des provinces, et que le Québec devrait pouvoir faire exception à la règle, tel que le désire sa fédération de professeurs. Il a souligné que cette dernière disposition s'appliquait déjà dans le cas de l'aide aux

Le président de l'ACPU a également écrit à plusieurs journaux, indiquant que dans les trois fédérations démocratiques importantes ressemblant le plus au Canada, c'est-à-dire les États-Unis, l'Australie et l'Allemagne, le gouvernement fédéral avait intensifié considérablement sa présence dans l'enseignement sa postsecondaire et dans la recherche depuis la Seconde Guerre mondiale. Ces états en sont venus à croire qu'un secteur universitaire sain était la clé de l'édification d'une nation et de la concurrence internationale, et que, sans appui fédéral important, l'enseignement supérieur s'effriterait et deviendrait

un enseignement de clocher.
Cependant, au Canada, le gouvernement fédéral semble prêt à nous faire prendre la direction opposée. Pourquoi? Parce que le Québec exige le contrôle intégral de l'enseignement supérieur, de la recherche et de la culture, et que ce

qui est donné au Quéhec doit aux yeux des Conservateurs, être également donné aux autres

On aura donc dix systèmes universitaires financés de façon indépendante et devant indépendante et devant concurrencer avec les États-Unis, l'Allemagne et l'Australie, sans l'Allemagne et l'Australie, sans compter la Communauté européenne, qui a rapidement établi et financé une série de programmes postsecondaires à travers l'Europe. Selon M. Wilson, des dispositions spéciales prices des dispositions spéciales prises des dispositions speciales prises pour le Québec constituent une meilleure solution que la décentralisation totale.

Au cours du printemps et de l'été, l'ACPU a tenté d'élaborer avec ses associations locales et

provinciales une politique fédérale plus détaillée sur l'enseignement postsecondaire. Les intéressés semblent convenir que l'ACPU devrait mettre de l'avant une gamme de possibilités constitutionnelles acceptables pour

la communauté universitaire.

En septembre, le Comité de direction de l'ACPU recommandera au Conseil de continuer d'appuyer la réforme du Financement des programmes établis qu'il a proposée en 1984 et, s'il est impossible de le faire, d'en revenir aux ententes de partage des coûts qui existaient avant 1977. Il demandera également l'établisse-ment d'une série de programmes financés par le gouvernement fédéral et visant notamment l'aide financière, la recherche, l'aide aux petites universités, un nouveau programme d'aide aux bibliothèques universitaires et collégiales, et le financement de programmes d'accès universel et de

projets d'importance.
En outre, le Comité de direction demandera à Ottawa de conserver les institutions fédérales d'importance pour la communauté

universitaire. On pensera, entre autres, aux institutions qui fournissent des services indispensables, comme Statistique Canada. On songera également à la Bibliothèque nationale, aux Archives nationales, aux musées nationaux et à l'Institut canadien de l'information scientifique et technique, qui font partie intégrante des oeuvres créatrices et travaux de recherche universitaires

Colombie-Britannique La Colombie-Britannique demandera avec insistance à l'ACPU d'ajouter un élément à sa liste. Elle veut en essent a sa liste. Elle veut en essent l'Association appuie l'octroi d'un financement sédéral direct des universités si les provinces et le gouvernement s'entendre sur une formule veutifiés de transfert modifiée de transfert. L'ACPU espère également

qu'elle sera en mesure de travailler avec les syndicats et les fédérations avec les syndicais et les recerations qui représentent les autres employés d'université ainsi que les professeurs de collèges communautaires. Elle a également communiqué avec le Conseil des arts et l'Association des musées canadiens afin de voir s'ils pourraient travailler ensemble sur des ententes d'aide mutuelles.

On assistera cet automne à un débat constitutionnel acharné. Selon le président de l'ACPU, il est très important que la communauté universitaire y participe, puisque le financement qu'elle obtient est directement visé. L'Association des universités et collèges du Canada ainsi que la Fédération canadienne des étudiants élaborent également des propositions. Selon M. Wilson, il importe que la communauté universitaire participe au débat constitutionnel. Le pays n'a pas connu de tel débat sur l'enseigne-ment supérieur depuis la Commission Massey, dans les

associations a more comprehensive federal policy on post-secondary education. There appears to be a consensus emerging that CAUT should suggest a range of constitutional possibilities that would be

acceptable to the university community.

CAUT BULLETIN ACPU

SEPTEMBER / SEPTEMBRE - 7

Politique de grandeur sans moyens

Au moment où Ottawa nourrit des ambitions dans le domaine de l'éducation, et où le premier ministre se montre très actif sur la scène internationale, le ministère des Affaires extérieures coupe dans son Programme de

des Atlaires exterieures coupe aans son Programme de bourses pour les étudiants étrangers. Le ministère distribue un peu plus de 17 millions \$ en bourses de maîtrise ou de doctorat à des étudiants étrangers. Les pays récipiendaires offrent un nombre identique de bourses à des Canadiens. Si les coupures imposées par le ministre des Finances en mars ont épargné les 10,8 millions \$ destinés à des pays en développement, ues réduction de 10 % a destines à des pays en developpement, une réduction de 10 % a été inposée aux pays industrialisés mais pas de façon uniforme: les bourses pour les pays membres du club des plus riches - le Groupe des Sept - ont seulement été réduites, alors que celles destinées Sept - ont seulement été réduites, alors que celles destiné ad 'autres pays comme l'Autriche, les pays nordiques, l'Espagne, la Belgique, les Pays-Bas ou la Suisse, ont été éliminées. En ce qui concerne la Pologne, la décision est encore plus arbitraire: un modeste programme réé en 1991 a été éliminé à partir de l'année 1992-93!

Ces coupures, de l'ordre de 16 000 \$ par étudiant, sont modestes par rapport au budget de 1,2 milliard \$ du ministère. Mais elles mettent le premier ministre dans l'embarras au moment où il multiplie les tournées internationales et les visites ôfficielles de chefs de

internationales et les visites officielles de chefs de gouvernement étrangers à Ottawa. Ainsi, à l'occasion de sa récente visite en Allemagne, il a dû rétablir trois des

sept boursés éliminées en mars. Et cette semaine, la bourse accordée annuellement à un étudiant suédois a été rétablie à la veille de la visite du premier ministre Ingyar Carlsson. C'est le Conseil international d'études canadiennes - une sorte de fédération regroupant 25 associations d'études canadiennes dans divers pays étrangers - qui administre le Programme d'études canadiennes à l'étunger et le Programme de Bourses du gouvernement du Canada pour les étrangers qui viennent ici. Comme il s'agit de programmes réciproques, le Canada ne se prive pas sculement d'experts étrangers, mais il prive des scientifiques canadiens d'autant de séjours dans des universités étrangères.

«Cela crée des situations plutôt embarrassantes pour le Canada, a expliqué hier le directeur du Conseil, Christian

Canada, a expliqué hier le directeur du Conseil, Christian Pouyez: des pays moins riches que le Canada, comme l'Espagne, décident malgré tout de maintenir leurs propres programmes et même, les petits Pays-Bas ont offert de payer à la place du gouvernement canadienl». Aux Affaires extérieures, on confirme qu'il est «genant d'appartenir au Groupe de Sept et de couper des bourses de 16 000 \$%. Canada, a expliqué hier le directeur du Conseil, Christian

Personne ne se sent responsable.

On souligne par exemple que l'aiwan investit 8 millions
\$ par année dans la promotion des études chinoises à
l'étranger alors que le Canada investit de trois à quatre millions seulement dans la promotion des études canadiennes. «Une partie du problème vient de l'absence

responsables. Pourtant, ce genre de programme, impliquant des accords internationaux, est de responsabilité fédérale et il est plutôt bien vu de la part des

impliquant des accords internationaux, est de responsabilité fédérale et il est plutôt bien vu de la part des provinces.

À sa sortie d'un tête-à-tête d'une heure avec le premier ministre de Suède, Brian Mulroney a reconnu que de tels programmes d'échanges sont «ralentis à cause de la situation financière intérieure, mais a prétendu que les coupures visent surtout les pays les plus riches».

De tels échanges permettent à des étudiants étrangers, qui deviendront des chés de file de l'industrie ou de l'administration dans leur pays, rentrent du Canada avec un réseau de contacts et surtout une connaissance de l'expertise canadienne qu'ils peuvent ensuite recommander à leurs propres gouvernements. Le Programme de bourses du Canada était l'un des rares que même le Comité Nielsen du nom du vice-premier ministre, Eric Nielsen, qui le présidait - avait recommandé d'augmenter. Le gouvernement a plutôt gelé ses fonds et a même commencé à les réduire. Les embarras que de telles coupures ont eausés à M. Mulroney à deux occasions récentes semblent cependant avoir amené le ministère à reconsidérer sa décision. On se rend compte que le Canada en peut l'aps prétendre appartenir aux ligues majeures et se montrer moins intéressé que la Belgique ou la Suède à l'éducation supérieure! la Suède à l'éducation supérieure! (Reproduit avec la permission du journal Le Droit)

CAUT joins CPSA to examine governance

CAUT has joined with the Canadian Political Science Association to jointly sponsor a session at the CPSA conference on university governance. This arose because CAUT has created an independent study group on university governance which is currently at work.

The June meeting was chaired by Prof. Dan Soberman of the Faculty of Law at Queen's. Prof. Guy Bourgeault, a member of the study group, spoke of some of the reasons why the previous consensus on university governance was under

such stress at the moment.

David Cameron of Dalhousie University gave the most forceful rebuttal to CAUT thinking on university governance, arguing that the faculty had paralyzed decision-making in the university and that the only sensible solution was to

reinvigorate the notion of the board of governors as the ultimate decision-maker in terms of planning and the allocation of scarce resources but not to engage in detailed management. Otherwise he said government departments would continue the process of taking over by earmarking funds. Prof. Paul Fox, using his experience at the University of

Toronto, argued against unicameral government. Prof. Naomi Griffiths of Carleton suggested that university management was too preoccupied with short-term problems and did not manage the university with the notion that they should be encouraging their faculty to look at university teaching as a life-time career

A good deal of the discussion that followed focused on the alienation of junior faculty and graduate students. Some speakers suggested that the university failed to send proper signals, or indeed any signals, as to what was expected of them or to induct them into the

its governance. One of the participants argued with David Cameron, suggesting that the proper role of the board of governors was to make suggestions and to give new ideas to the local

university community, not to run the university in the manner he had

suggested.

CAUT is considering trying to arrange similar joint events next year at Charlottetown.

L'ACPU et l'ACSP examinent la direction des universités

L'ACPU et l'Association canadienne de science politique ont organisé conjointement une séance sur la direction des universités lors du congrès des Sociétés savantes, dans la foulée des travaux actuels du groupe d'étude indépendant sur la direction des universités que l'ACPU a créé.

L'un des membres du groupe d'étude, M. Guy Bourgeault, a expliqué pourquoi le consensus obtenu antérieurement sur la direction des universités faisait l'objet de fortes tensions en ce moment. Les intervenants au débat ont fait entendre différents sons de cloche, accusant les professeurs de

paralyser la prise de décision à l'université, proposant de raviver la notion d'instance ultime de notion d'instance ultime de décision du conseil d'admini-stration, s'opposant à une direction unicéphale, etc. Le Comité de direction envisage de répéter l'expérience à Charlottetown l'année prochaine.

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En dernière heure!

Au moment d'aller sous presse, le ministre de la Jeunesse, Pierre Cadieux, a annoncé que le gouvernement fermerait environ 100 centres d'emploi universitaires et collégiaux à titre de restriction budgétaire.

Le président de l'ACPU, Fred Wilson, a envoyé un message par télécopieur au ministre dans lequel il critique le projet. Invoquant le taux élevé de chômage chez les jeunes, il a déclaré que le gouvernement allait finir par dépenser beaucoup d'argent pour économiser quelques sous sur le dos des étudiants.

En mai dernier, le Conseil de l'ACPU a adopté une résolution qui a amené les professeurs à exercer des pressions sur le gouvernement pour l'inviter à maintenir les centres d'emploi pour étudiants.

On peut envoyer sans frais de port des lettres de protestation à l'honorable Pierre Cadieux, ministre d'État à la Jeunesse, Chambre des communes, Ottawa (Ontario), K1A 0A6. Le numéro de téléphone du ministre est le (819) 994-2424 et le numéro de télécopieur est le (819) 997-6505. N'oubliez pas de transmettre une copie de votre lettre à l'ACPU.

NA

ADD

B.C. outlines post-secondary grant increases

By J. Mark Langdon
In mid-May, British Columbia
became the last of the ten provinces
to announce its 1991/92 budgetary intentions with respect to post-secondary education. The Ministry of Advanced Education, Training and Technology received an 8.3% overall increase over its 1900/91 budget. Operating grants for the province's universities, colleges and institutes were increased by 4.5%: This represents an increase from \$409.3 million to \$427.7 million for the universities while the colleges and institutes will receive \$374.3 lion, compared to \$358.2 million in 1990/91

On June 26, Minister of Advanced Education Peter Dueck announced that the ministry will provide an additional \$7.85 million

for 1,076 full-time student spaces in the post-secondary system. The funding announcement is part of the B.C. government's "Access for All" program which was introduced two years ago as a way to expand opportunities in the post-secondary education system. Its main goal was to make post-secondary education available in a larger number of locations across British Columbia. Overall, funding for the Access Program will move from Access Program will move from 69.1 million to 122.8 million, a 77.8% increase. It is interesting to note that three of the province's four degree-granting colleges graduated their first degree candidates in June.

See Budgets in Brief at right for a province by province breakdown of operating grant increases.

Colombie-Britannique: hausse des subventions à l'enseignement postsecondaire

À la mi-mai, la Colombie-Britannique emboîtait le pas aux neuf autres provinces en présentant le budget qu'elle entendait allouer à l'enseignement postsecondaire en 1991-1992. En vertu de ce budget, les fonds octroyés au ministère de les fonds octroyés au ministère de l'Enseignement supérieur, de la Formation et de la Technologie ont augmenté de 8,3 p.100 par rapport à l'année précédente, tandis que les subventions de fonctionnement allouées aux universités, aux collèges et aux instituts ont collèges et aux instituts ont enregistré une hausse de 4,5 p.100. Au total, les sommes allouées aux universités sont passées de 409,3 millions de dollars à 427,7 millions, tandis que les collèges et les institutions recevront 374,3 millions, comparativement à 358,2 millions en 1990-1991.

Le 26 juin, Peter Dueck, ministre de l'Enseignement supérieur, a annoncé l'octroi de 7,85 millions de dollars supplémentaires en vue de créer 1076 places pour des étudiants à temps plein dans le réseau postsecondaire. L'annonce d'un tel financement s'inscrivait dans le cadre du programme provincial d'accès nuiversel //acces (n. 4) d'accès universel (Access for All), lancé il y a deux ans dans le but d'accroître les possibilités du réseau d'enseignement postsecondaire. L'objectif premier du programme était de dispenser un enseignement postsecondaire dans un plus grand nombre de régions de la province. Dans l'ensemble, les sommes allouées au programme passeront de 69,1 millions de dollars à 122,98 millions, ce qui constitue une hausse de 77,8 p.100. Il est intéressant de souligner que trois des quatre collèges provinciaux conférant des grades ont remis leurs premiers diplômes en juin.

Voir la section intitulée «Aperçu des budgets provinciaux» (ci-contre) afin d'obtenir la ventilation par province des augmentations de

Prisoner of the Month

Martin Zaire Quispe, an accountancy professor at the private university of Apurimac, Peru, has been reported as "disappeared". According to reports he was detained on Jan. 3, 1991, by memhers of the army. At the time he was on the road leading from Aymaraes

to Abancay, a department of Apurimac.

He was apparently taken to Aymarac's military base, where, rie was apparently taken to Aymarac's minuary oase, where, although initially acknowledged, his detention was later denied by the authorities. No further information regarding the circumstances of the reported detention and subsequent "disappearance" of Martin Zaire Quispe is available at present.

In Peru widespread reports of "incommunicado detentiuns" and "unacknowledged detentions" have been common for eight years. Some of these reports have led to "disappearances", carried out mostly in rural areas, by uniformed members of the security forces.

The security forces often refuse to acknowledge the detentions, many who are detained "disappear" indefinitely; others are released after days or weeks in secret custody during which time they may be subjected to torture. If their detention is acknowledged, it will only be from the date they are transferred from military to police

The continuation, by the armed forces, of not admitting holding prisoners prior to their transfer to the police, is a major contributing factor to the continuing practice of torture and "disappearance".

Please write courteous appeals expressing concern at his reported
"disappearance" after detention to: Presidente Alberto Fujimori,
Presidente de la Republica, Palacio de Gobierno, Plaza de Armas, Lima 1, Peru

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	Provinc	alai Budgets in Brief
Province	Operating Grant Increase (%) (Approximate)	Comments
Alberta	3.5	University of Calgary asks seven sectors for a 25% cut capital budgets are frozen Minister of Advanced Education permits maximum \$200 per year tuttion like Faculty association assails provincial government for underfunding
British Columbia	4.5	- funding for "Access Program" will increase by 77.8%
New Brunswick	3.8	Minister of Finance introduces a salary freeze for university employees Maritime Provinces Higher Education Commission (M.P.H.E.C.) has suggested a 7.3% hike
Manitoba	1.9	pay equity allowances bring total increase to 3.3% 150 full-time positions lost at University of Manitoba President of University's faculty association describes effects as "devastating"
Newfoundland	0.1	budget will produce 100 layoffs at Memorial University Memorial will increase tuition by 15% public sector wages frozen head of faculty association links problems to federal funding freeze
Nova Scotia	1.2	M.P.H.E.C. has suggested a 7% increase 1990/91 increase was 4.2% two-year freeze on salaries of university employees
Ontario	7.3	- students criticize Premier and Minister of Colleges and Universities for allowing 5% tuition increase - 7.3% does not include additional funding for affirmative action programs
P.E.1.	4.1	- does not include money for program expansion - U.P.E.I. will increase tuition by 15%
Quebec	4.5	- financial aid to students will increase by 7.6%
Saskatchewan	3.5	- figure does not reflect a freeze on the universities' "enhancement fund"

Aperçu des budgets provinciaux

fc	Subvention de onctionnement (% approx.)	Commentaires
riovince	(% approx.)	Commentanes
Alberta	3,5	- L'Université de Calgary a demandé des coupures de 25 p.100 dans sept secteurs Les budgets d'immobilisations sont gelés Le ministre de l'Enseignement supérieur fixe à 200 \$ - l'augmentation annuelle maximale des droits de scolarité L'association des professeurs accuse le gouvernement fédéral de sous-financement.
Colombie-Britannique	4,5	- Le financement du programme d'accès universel (Access for All) augmentera de 77,8 p.100.
Nouveau-Brunswick	3,8	- Le ministre des Finances impose un gel des salaires aux employés d'université La Commission de l'enseignement supérieur des provinces Maritimes (CESPM) propose une augmentation de 7,3 p.100 des droits de scolarité.
Manitoba	1,9	- Les paiements d'équité salariale portent l'augmentation totale à 3,3 p.100 150 postes à temps plein sont supprimés à l'Université du Manitoba. Le président de l'association des professeurs de l'université qualifient de dévastateurs les effets de cette suppression.
Terre-Neuve	0,1	- Le budget sera à l'origine de 100 mises à pied à l'Université Memorial L'Université Memorial augmentera les droits de scolarité de 15 p. 100 Les salaires du secteur public sont gelés La direction de l'association des professeurs établit un lien entre ce problème et le gel du financement fédéral.
Nouvelle-Écosse	1,2	- La CESPM suggère une augmentation de 7 p.100. - Il y a eu une augmentation de 4,2 p.100 en 1990-1991. - Les salaires des employés d'université sont gelés pour une période de deux ans.
Ontario	7,3	Les étudiants critiquent le premier ministre et le ministre des Collèges et Universités pour avoir autorisé une augmentation de 8 p.100 des droits de scolarité. L'augmentation de 7,3 p.100 ne comprend pas le financement additionnel alloué aux programmes d'action positive.
Île-du-Prince-Édouard	4.1	Ne comprend pas les sommes prévues pour l'élargissement des programmes. L'Université de l'_le-du-Prince-Édouard augmentera les droits de scolarité de 15 p.100.
Québec	4,5	- L'aide financière aux étudiants augmentera de 7,6 p.100.
Saskatchewan	3,5	- L'augmentation de 3,5 p.100 ne reflète pas le gel des «fonds de l'essor» imposé aux universités.

FROM THE HILL/DE LA COLLINE PARLEMENTAIRE

Keeping an eye on education initiatives

By Tim Stutt
CAUT Government Relations Officer
As the Mulroney government entered the second half of its
mandate and speculation started about the date of the next
election, the Third Session of the 34th Parliament began last
May. Improvement of Canada's educational system was the
theme of a number of Federal government initiatives taken
over the past four months — some of which were "highprofile", while others were "behind-the-scenes". Yet in no
case did CAUT follow-up to these initiatives take a "summer
holidav"!

EDUCATION AND THE THRONE SPEECH

THRONE SPEECH

The 34th Parliament was launched on May 13 with the announcement of the government's policy priorities in the Throne Speech. One of those priorities was education. In the Throne Speech the government committed itself to increasing the number of high school graduates, cutting the illiteracy rate, increasing the amount of employee training as well as increasing the number of post-secondary graduates in mathematics, science and engineering.

The government also promised to produce a discussion paper about the achievement of these goals under the auspices of Employment Minister Bernard Valcourt. CAUT wrote to Mr. Valcourt in order to encourage the government of demonstrate its goodwill by improving federal funding for post-secondary education and research where it has a shared responsibility with the provinces.

Since then the government has drafted two papers, one on education entitled "Learning Well...Living Well" and the other on economic prosperity. Both are scheduled for official release sometime this month, although draft versions have been in circulation among journalists and other interested parties since the

been in circulation among journalists and other interested parties since July.

ÉCOLE POLYTECHNIQUE REMEMBRANCE DAY

NEMINIBLE ANCE DAY

On June 3 the House of Commons unanimously passed the second reading of a NDP private member's bill which designates December 6 as a national day of remembrance for the women who died at Montreal's Ecole Polytechnique.
CAUT has written a letter of congratulations to Bill (C-202's author, New Westminister-Burnaby MP Dawn Black.
During the second reading debate there was all-party agreement on the need to examine the eauses of violence against women. "Professional organizations such as the Canadian Association of University Teachers are among those who have been spearheading the action." said Ouebec

Canadan Association to Chirestry Teachers are almost those who have been spearheading the action," said Quebec City Conservative Suzanne Duplessis. "Our government is presently working with CAUT to set up centres of excellence to promote research on the underlying causes of violence against women.

Following up on an initiative that began during her term as CAUT President, Pamela Smith reports that a Memorandum of Understanding on the Network of Centres of Excellence

on Family Violence and Violence Against Women has been signed and will soon be made public. This report backs a declaration made by Status of Women Minister Mary Collins to the CAUT Council last January that Ottawa will proceed with the project.

COPYRIGHT LEGISLATION

CAUT met with Communications Minister Perrin Beatty CAUT met with Communications Minister Perrin Beatty in July to discuss future copyright legislation. The Minister stated that the government intends to incorporate virtually all of CAUT's recommendations for copyright exemptions for academics in a government bill. However, he added that CAUT locals might wish to lobby government MPs to reduce hesitations about introducing copyright legislation to an already-heavy parliamentary schedule for the rest of this

The meeting followed closely on the heels of CAUT The meeting followed closely on the heels of CAUT joining a coalition to press the government to introduce copyright legislation that includes exemptions agreed to when Flora MacDonald was Communications Minister. The other members of this coalition are the Association of Universities and Colleges of Canada, Association of Universities and Colleges of Canada, Association of Canadian Community Colleges, Canadian Library Association, Canadian School Boards Association, Canadian Teachers' Federation, Canadian National Institute for the Blind, Association pour l'avancement des sciences et des techniques de documentation and the Canadian Association of Research Libraries.

NATIVE STUDENT FUNDING

NATIVE STUDENT FUNDING

In response to CAUT lobbying, Indian Affairs Minister
Tom Siddon wrote in a June 3 letter that funding for
aboriginal post-secondary education will increase to \$190
million in 1991-92. "In addition", the Minister wrote, "I have
secured from my (ministerial) colleagues a commitment that
there will be PSE program increases in future years". It is
expected that the increased funding will benefit more than
21,000 university and college students.
The minister's letter followed a commitment made by
Prime Minister Mulroney to the First Nations' Congress last
April that federal aid to aboriginal students will increase by
\$320 million over the next five years. According to Indian
Affairs official Harvey McCue, this is all to be new money
and will top off a budget of \$149.7 million that had already
been budgeted for aboriginal post-secondary education this
year.

CAUT has lobbied vigorously on this issue since 1987, particularly when it seemed that the Federal government was trying to avoid its constitutional responsibilities (and thereby reduce its financial expenditures) for aboriginal post-secondary education. CAUT President Fred Wilson has congratulated Mr. Siddon on the funding increases.

CAMPUS EMPLOYMENT CENTRES

On May 22 Professor Wilson wrote to Youth Minister Pierre Cadieux and Employment Minister Bernard Valcourt

protesting the closure of some of the Canada Employment Centres on Campus (CEC-OC).

"At a time of economic recession when youth unemployment is rising and your government has been struggling to reduce its administrative costs and to increase Canada's economic competitiveness, the decision to close some of the CEC-OCs does not make sense," wrote Professor Wilson. "The CEC-OCs are on the front lines in the fight to defeat youth unemployment and to provide Canadian industries with the trained labour force that they need to improve the country's economic competitiveness."

During its May meeting the CAUT Council adopted a resolution protesting the closure of the student employment centres by the Federal government. To date the centres that are either under review or are scheduled to close are at Memorial, Carleton, Ottawa, Ryerson, McMaster,

Memorial, Carleton, Ottawa, Ryerson, McMaster, Laurentian and Calgary.

SCIENCE COUNCIL STRATEGIC PLAN

In the wake of five-year plans published recently by the three federal research councils and the National Research

In the wake of twe-year pass published recently by the three federal research councils and the National Research Council, the Science Council of Canada has completed its own strategic plan for the development of a national vision on science and technology.

Entitled Science and Technology: The Challenge and the Opportunity, the plan identifies the Science Council's mission as influencing the "direction of science and technology for Canadian prosperity and well-being". This mission is to be fulfilled by way of three objectives noted as:

• the leading of a "consensus on integrating science and technology into Canadian society";

• the monitoring of the "state of science and technology and its human resource underpinning in relation to national objectives and the international context"; and

• the contribution to the "development of a national science and technology agenda".

To obtain a copy of the strategic plan write to Ms. Jennifer Howell, Public Affairs Officer, Science Council of Canada, 100 Meteaffe Street, Ottawa, Ontario K1P SM1. Ms. Howell may also be contacted by telephoning (613) 995-6954.

UPCOMING LEGISLATIVE BUSINESS

At the time of writing this column (mid-August),
Parliament is expected to reconvene on September 16. As noted in the "Universities and the Constitution" article found elsewhere in this Bulletin, watch for the government to release its proposals on the constitution by the end of September. Watch also for the third reading and the enactment of Bill C-202 (An Act respecting a national day of remembrance and action on violence against women) by the end of Order. end of October.

For more information on these or other legislative topics, contact Robert Léger or Tim Stutt (CAUT Government Relations Officers) by telephoning (613) 237-6885.

ACROSS

- 1. Drummed as rhythm with space. (6)
- 4. Where frozen assets are deposited, presumably! (4,4)
- 10. Priest gets loveless church support in the period before Easter. (9)
- 11. A backward queen after the French for grub. (5)
- 12. With 5 down. Amiable kind of rounded goat. (4,7)
- 13. Shorten or decrease back in act one. (10)

Crossword

- 15. Notwithstanding model consideration. (7)
- 16. Point to queen for bird that eats fish... (6)
- 19. ... and point in telepathy for another ruler. (5)
- 21. Step by leading edge driving device. (7)
- 23. In a way a pill ethic stamps one's interest. (10)
- 25. With 9 down. Peter's American cousin who sought uncomfortable airborne safety! (4,6)
- 27. With 28 across. "Let not the royal bed of Denmark be a ---." (Hamlet) (5,3,6)
- 29. *Odds life! must one to truth of a song?" (Matthew Prior: A Better Answer) (5,3)
- 30. The friar and queen get tired. (6)

- 1. Put one's money on the fans going into the yard, perhaps. (4,4)
- 2. A treble's cry of mutual support. (3,3,3)
- 3. River which ran in Israel before creation. (4)
- 5. See 12 across
- 6. Illiterate? Like hell! (4,6)
- 7. Open patios in the great rialto. (5)
- 8. A vase of krypton on a small terrace. (6)
- 9. See 25 across
- 14. Cooking pot which robs chickens... (3,6)
- ...and a fowl which provides comforting material. (5,4)
- 18. Judas Iscariot, for example, serving ale inside a dish. (8)
- 20. Man in reserve for night of drama. (7)
- 21. Those who strive, perhaps, where victory is right. (6) 22. Speed in the ship to reach places of note. (6)
- 24. Engaged in certain useful activities. (2,3)
- 26. Expert takes turn when the carpet is up. (4)

FROM THE HILL/DE LA COLLINE PARLEMENTAIRE

Les initiatives en matière d'éducation: à surveiller

Par Tim Stutt
Agent des relations avec
les gouvernements

les gouvernements
Alors que le gouvernement
Mulroney entame la deuxième
moité de son mandat et que les
spéculations sur la date des
prochaines élections vont bon train,
la troisième session de la trentequatrième législature a débuté en
mai dernier. Un bon nombre
d'initiatives que le gouvernement
fédéral avait entreprises au cours
des quatre derniers mois portaient
sur l'amélioration du système
scolaire. Certaines étaient moins
visibles. Pourtant, dans aueun des
eas, l'été n'a servi de prétexte pour
l'ACPU de prendre des vacances!
La trente quutrième légisteure.

l'ACPU de prendre des vacances!

La trente-quatrième législature a été inaugurée le 13 mai lors du discours du Trône où l'on a annôncé les grandes priorités du gouvernement s'est en effet engagé, lors de la lecture du discours du Trône, à accroître le nombre de finissants du secondaire, à réduire le taux d'analphabétisme, à augmenter le nombre de programmes de formation des employés et à hausser le nombre de diplômés du secteur postsecondaire en mathématiques, en sciences et en sénie.

Le gouvernement a également promis de publier un document d'étude sur la réalisation de ces objectifs, une responsabilité incombant au ministre de l'Emploi, M. Bernard Valcourt dans le but d'inviter le gouvernement à prouver qu'il voulait bien améliorer le financement de la recherche et de l'enscignement postsecondaire, domaines de compétence qu'il partage avec les provinces.

Le gouvernement fédéral a

Le gouvernement fédéral a depuis rédigé deux documents, l'un sur l'éducation initiullé «Bien apprendre...Bien vivre» et l'autre sur la prospérité économique. Le lancement officiel de ces deux documents est prévu pour septembre même si des versions préliminaires sont en circulation parmi les journalistes et autres parties intéressées depuis juillet.

JOURNÉE DE COMMÉMORATION DU MASSACRE À l'ÉCOLE POLYTECHNIQUE

Le 3 juin, le projet de loi émanant du NPD, qui institue le 6 décembre une journée nationale de commémoration des femmes tuées à l'École Polytechnique de Montréal, a passé l'étape de la deuxième lecture avec l'accord unanime de la Chambre. L'ACPU a écrit une lettre de félicitations à l'auteure du projet de loi C-202, la députée néo-démocrate de New Westminster, Mme Dawn Black.

Tous les partis ont convenu de la nécessité d'examiner les causes de la violence faite aux femmes lors des débats en deuxième lecture. La députée conservatrice de Ouébec, Mme Suzanne Duplessis, a déclaré: «Des associations professionnelles, comme l'Association canadienne des professeurs d'université, sont parmi les organismes qui dirigent l'action. Notre gouvernement collabore actuellement avec l'ACPU pour créer des centres d'excellence visant à promouvoir la recherche axée sur les causes fondamentales de la violence faite aux femmes.»

violence faite aux femmes.»

Donnant suite à une initiative amorcée pendant son mandat à la présidence de l'ACPU, Pam Smith signale qu'une lettre d'entente sur le réseau de centres d'excellence sur la violence familiale et la violence contre les femmes a été ratifiée et sera bientôt rendue publique. Cette annonce confirme la déclaration de Mine Mary Collins, ministre de la Condition féminine, lors de l'assemblée du Conseil de l'ACPU en mai dernier. Elle avait alors dit que le gouvernement fédéral mettrait le projet de l'avant.

LA LOI SUR LE DROIT D'AUTEUR

En juillet, l'ACPU a rencontré le ministre des Communications, M. Perrin Beatty, pour discuter de la future loi sur le droit d'auteur. Le ministre a déclaré que le gouvernement avait l'intention d'incorporer pratiquement toutes les recommandations de l'ACPU relatives aux exemptions pour les universitaires dans un projet de loi émanant du gouvernement. Il a ajouté, cependant, que les associations locales de l'ACPU aimeraient peut-être exercer des pressions auprès des députés afin de calmer les hésitations que suscite le dépôt de la loi sur le droit d'auteur alors que le programme parlementaire pour le reste de l'année est déjà chargé.

Immédiatement après cette rencontre, l'ACPU s'est jointe à une coalition ayant pour but d'exharte le gouvernement.

Immédialement après cette rencontre, l'ACPU s'est jointe à une coalition ayant pour but d'exhorter le gouvernement à déposer une loi sur le droit d'auteur comprenant les exemptions auxquelles Flora MacDonald avait consenti lorsqu'elle était ministre des Communications. La coalition est composée entre autres de l'Association des universités et collèges du Canada, de l'Association des collèges communautaires du Canada, de l'Association canadienne de bibliothèques, de l'Association canadienne des enseignantes et enseignants, de l'Institut national canadien pour l'evancement l'Association pour l'avancement

FAITES-

des sciences et des techniques de documentation et de l'Association des bibliothèques de recherche du Canada.

L'AIDE FINANCIÈRE AUX ÉTUDIANTS AUTOCHTONES

Le ministre des Affaires indiennes, M. Tom Siddon, a répondu aux pressions de l'ACPU par une lettre en date du 3 juin dans laquelle il annonçait que le financement de l'éducation postsecondaire des autochtones serait haussé à 190 millions de dollars en 1991-1992. «En outre, atil écrit, j'ai obtenu de mes collègues du ministère un engagement à augmenter les crédits pour le programme au cours des prochaines années.» (Traduction) On s'attend à ce que l'augmentation du financement profite à plus de 21 000 étudiants de collèges et d'universités.

La lettre donnait suite à

La lettre donnait suite à Pengagement que le premier ministre Mulroney avait pris devant le congrès des Premières nations en avril dernier. Il avait alors promis que le fédéral augmenterait de 320 millions de dollars l'aide aux étudiants autochtones au cours des cinq prochaines années. D'après Harvey McCue, un haut fonctionnaires du ministère des Affaires indiennes, il s'agit de nouveaux crédits qui s'ajouteront au budget de 149,7 millions de dollars déjà prévu cette année pour l'éducation postsecondaire des autochtores

autochtones.

L'ACPU exerçait de fortes pressions depuis 1987 à ce sujet, en particulier au moment où le gouvernement l'édéral semblait vouloir se dérober à ses responsabilités constitutionnelles envers l'éducation postsecondaire des autochtones et, par le fait même, réduire ses dépenses financières. Le président de l'ACPU, Fred Wilson, a félicité M. Siddon pour ces hausses de l'aide financière.

CENTRES D'EMPLOI SUR LES CAMPUS

Le 22 mai, M. Wilson a écrit au ministre de la Justice, M. Pierre Cadieux, et au ministre de l'Emploi, M. Bernard Valcourt, pour protester contre la fermeture de quelques uns des centres d'emploi du Canada sur les campus.

Dans sa lettre, M. Wilson a déclaré que, lorsque que l'économie est au ralenti, que le taux de chômage chez les jeunes est fevé et que le souvernement s'efforce de que le souvernement s'efforce de

Dans sa lettre, M. Wilson a déclaré que, lorsque que l'économie est au ralenti, que le taux de chômage chez les jeunes est élevé et que le gouvernement s'efforce de réduire ses frais administratifs et d'augmenter sa compétitivité économique, la décision de fermer certains des centres d'emploi pour étudiants n'a pas de sens. Il a ajouté que les centres d'emploi sour étudiants n'a pas de sens. Il a ajouté que les centres d'emploi sour sur la ligne de front pour faire échec au chômage chez les jeunes et pour fournir aux industries canadiennes la main-d'oeuvre qualifiée donn elles ont besoin pour améliorer la compétitivité féronomine du passe de compétitivité de compétitivité feronomine du passe de compétitivité de co

compétitivité économique du pays.
Lors de son assemblée de mai, le
Conseil de l'ACPU a adopté une
résolution protestant contre la
fermeture de centres d'emploi pour
étudiants par le gouvernement
fédéral. Les centres d'emploi dont
la fermeture est à l'étude ou
imminente sont à ce jour ceux de
l'Université Memorial, Carleton,
d'Ottawa, McMaster, Laurentienne,
de Calgary et de l'Institut Ryerson.

PLAN STRATÉGIQUE DU CONSEIL DES SCIENCES DU CANADA

Le Conseil des sciences du Canada a terminé son plan stratégique visant à élaborer une vision nationale en matière de science et de technologie, dans la foulée des plans quinquenna ux rendus publics récemment par les trois conseils de recherche fédéraux et par le Conseil national de recherche.

Intitulé La science et la technologie: défis et perspectives, le plan précise la mission du Conseil des sciences qui est «d'exercer une influence sur l'activité scientifique et technologique afin d'assurer le bien-être et la prospérité des Canadiens». Cette mission sera remplie par la réalisation des trois objectifs suivants:

• Amener un consensus sur l'intégration de la science et de la technologie au sein de la société canadienne;

Surveiller l'état de la science et de la technologie et les ressources humaines qui s'y consacrent, par rapport aux objectifs nationaux et au contexte international;
 Contribuer à l'élaboration d'un

•Contribuer à l'élaboration d'un programme national dans le domaine de la science et de la technologie.

technologie.

Il est possible d'obtenir une copie du plan stratégique en écrivant à Mme Jennifer Howell, responsable des affaires publiques, Conseil des sciences du Canada, 100, rue Metcalfe, Ottawa (Ontario) K1P 5M1. On peut également communiquer avec elle en composant le (613) 995-6954.

AFFAIRES LÉGISLATIVES À VENIR

Au moment d'écrire la présente chronique, soit la mi-août, la reprise parlementaire est prévue pour le 16 septembre. Comme il est mentionné dans l'article intitulé «Les universités et la constitution» paraissant dans ces pages, le gouvernement devrait faire connaître ses offres constitutionnelles d'ici la fin de septembre. La troisième lecture du projet de loi C-202, la Loi instituant une journée nationale de commémoration et d'activités concernant la violence dirigée contre les femmes, et sa promulgation d'ici la fin d'octobre est un évènement également à surveiller.

Pour obtenir des renseignements supplémentaires sur les faits susmentionnés ou sur d'autres dossiers législatifs, communiquer avec Robert Léger ou Tim Stutt, agents des relations avec les gouvernements, au (613) 237-6885.

Bibliothèque nationale du Canada

La Bibliothéque nationale du Canada est une institution fédérale située à Ottawa, dont le rôle principal est de rassembler le patrimoine canadien de l'édition, de le conserver et de le mettre à la disposition de tous les Canadiens. La Bibliothéque nationale du Canada possède la collection la plus complète au monde d'ouvrages canadiens constituée de tous les types de publications: livres, périodiques, enregistrements sonores et autres.

En tant qu'institution culturelle d'importance au Canada, la Bibliothèque nationale se doit d'apporter son soutien et de collaborer à l'effort de créativité des Canadiens, de diffuser le savoir et l'information tout en reconnaissant qu'il faut relier le présent, le passé et l'avenir. Les collections de la Bibliothèque, de même que les services spéciaux mis en place pour les mettre en valeur, reflètent les multiples facettes et le multiculturalisme de la mosaïque canadienne.

Pour de plus amples renseignements sur les collections et les services de la Bibliothéque nationale, prière de communiquer avec la:

Bibliothèque nationale du Canada, 395, rue Wellington, Ottawa, Canada



Bibliothèque nationale du Canada

National Library

Canadä

JURAABAUE

ACADEMIC FREEDOM/LIBERTÉ UNIVERSITAIRE

User Fees: a growing threat to scholarship

By Derek Burton and Margaret P.M. Burton Memorial University of Newfoundland

The recent introduction of a comprehensive range of user fees at the Ocean Sciences Centre is stimulating debate at Memorial University. It is not unusual for marine laboratories to charge user fees to visiting scientists for a specified period of time. However, in effect the fees at Memorial's OSC are being levied in the case of permanent faculty and other academic staff routinely using the

faculty and other academic staff routinely using the laboratory for their university activities.

Faculty with small research grants, which have been just adequate until now, are left in a particularly difficult position with hard decisions to make about whether students can be offered a place under their supervision.

This policy has disturbing ideological implications conforming with a pattern which is becoming entrenched in

North America. Recently European, particularly French, science policy analysts have queried the wisdom of the American style of funding scientific research and university overhead costs. They question whether it is in the interest of

any nation to expect its scientists to play the role of entrepreneur, taking so much valuable time away from the work where their real talents lie. Perhaps the time bas come for Canadian academics to

examine the dynamic science policies of countries such as Japan, France, Germany and Sweden, which contrast with

This policy has disturbing ideological implications conforming with a pattern which is becoming entrenched in North America.

those of the USA and the UK. The relatively small financial tions of the OSA and the OSA. The related vysinal minimizar return from user fees will be expensive in terms of the ultimate cost to future Canadian scientific and technological development and is symptomatic of the current myopia characterizing North American and British science policies. A danger is that by a combination of levying user fees and "manipulating" funding, scientific programmes favoured by

university administrators and governments may become the only ones provided with facilities. Clearly, there is a considerable potential threat to academic freedom. Many types of research could be stilled, particularly those not currently perceived as being applied, patentable or blatantly good for PR. Equally disturbing is whether the use of university libraries and office space could be future targets for similar fees.

tor similar fees.

The pressure for the introduction of user fees at Memorial's OSC ostensibly originated from an NSERC Committee's insistence on them to cover some of the running costs of the Laboratory. In general it would be interesting to know the real source of the political overtones involving the Federal Government.

We wish to know how general this trend is, and we would welcome information enabling us to evaluate the extent to which user fees of this type are being introduced in Canada. We also welcome suggestions which may assist in formulating a policy for dealing with this problem at local and national

Les frais d'utilisation menacent de plus en plus la recherche

Par Derek Burton et Margaret P.M. Burton Université Memorial de Terre-Neuve

L'introduction récente d'une gamme complète de frais d'utilisation à l'Ocean Sciences Centre (OSC) suscite de vifs dunisation à l'ocean science ce centre (OSC) sisseite de vide débats à l'Université Memorial. Il n'est pas inhabituel que des laboratoires maritimes imposent des frais d'utilisation à des scientifiques invités pendant une période de temps précise. En réalité, toutefois, l'OCS de l'Université Memorial perçoit des frais dans le cas des professeurs permanents et d'autres universitaires utilisant régulièrement le laboratoire pour les estitiées pulsaries les pour les activités universitaires.

Les professeurs disposant d'une modique subventions de recherche, laquelle jusque là avait été suffisante, font face à des décisions particulière ment difficiles à prendre et demandent si les étudiants peuvent se permettre d'être sous leur direction.

leur direction.

L'imposition de ces frais a des conséquences idéologiques inquiétantes qui se conforment à une tendance qui s'implante en Amérique du Nord. Des analystes en politique scientifique d' Europe et, notamment, de France, ont récemment mis en doute la sagesse des Américains de financer la recherche scientifique et les frais généraux des universités. Ils se demandent s'il est dans l'intérêt d'un pays

d'espérer que ses scientifiques jouent le rôle d'entrepreneur et gaspillent un temps précieux à faire autre chose que ce que leur commande leur véritable talent.

Il est peut être temps, maintenant, que les universitaires eanadiens étudient les politiques scientifiques dynamiques de pays tels le Japon, la France, l'Allemagne et la Suède, qui contrastent avec celles des États-Unis et du Royaume-Uni.

L'imposition de ces frais a des conséquences idéologiques inquiétantes qui se conforment à une tendance qui s'implaute en Amérique du Nord.

Pour l'essor scientifique et technologique futur du Canada, les retombées financières relativement faibles provenant des frais d'utilisation seront coûteuses ultimement. Cette tendance est symptomatique de la myopie actuelle qui caractérise les politiques scientifiques nord-américa britanniques.

Il existe cependant un danger. En effet, en percevant des frais d'utilisation et en «manipulant» le financement, les programmes scientifiques que privilégient les administrateurs

universitaires et les gouvernements peuvent devenir les seuls fournissant l'équipement et les installations. Il ne fait pas de doute que la liberté universitaire peut s'en trouver menacée. doute que la liberté universitaire peut s'en trouver menacée. Il pourrait être possible alors d'étouffer de nombreux types de recherches, en particulier celles que l'on ne considère pas actuellement comme des recherches appliquées, brevetables ou, d'une manière flagrante, utiles pour les relations publiques. Il est également troublant de se demander si l'usage des bibliothèques universitaires et des locaux pourrait finir par être assujetti à des frais analogues.

Il semble qu'un comité du CRSNG ait insisté pour que l'OSC de l'Université Memorial introduise des frais d'utilisation pour lui permettre d'acquitter une partie des

d'utilisation pour lui permettre d'acquitter une partie des frais d'exploitation du laboratoire. En général, il serait

frais d'exploitation du laboratoire. En général, il scrait intéressant de connaître la véritable source de ces sous-entendus politiques qui y mêlent le gouvernement fédéral. Nous aimerions savoir dans quelle mesure cette tendance est étendue en général et nous accueillons avec intérêt les renseignements qui nous permettront d'évaluer l'ampleur de l'imposition de ces frais au Canada. Nous acceptons également des suggestions qui pourraient permettre l'élaboration d'une politique pour composer avec ce problème à l'échelle locale et nationale.

ANNONCE PRÉ-PUBLICATION

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(M. Stuart Smith, Commissaire)

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CAUT CALENDAR

AF&T Sep 27-28 Sep 27-28 SWC Consortium Oct 2 Defence Fund (Montréal) Oct 19-20 SWC Oct 30-31 SWC Workshop Oct 31-Nov 2 Consortium Briefing Nov 3 Consortium Lobby Nov 4-7 Consortium Nov 6 Senior Negotiators Forum Nov 15-17 AF&T Nov 22-23 Librarians Nov 22-23 Executive Nov 29-30 Consortium

CALENDRIER DE L'ACPU

CSF 27-28 sept. Consortium 2 oct. Caisse de défense (Montréal) 19-20 oct. CSF 30-31 oct. Atelier (CSF) 31 oct.-2 nov. Information-Consortium 3 поч. Lobby - Consortium 4-7 nov. 6 nov. Colloque des négociateurs d'expérience 15-17 nov. 22-23 nov. Comité des bibliothécaires 22-23 nov. Comité de direction 29-30 nov. Consortium 4 déc.

La recherche universitaire au Québec: son Bilan et son Avenir

Par Marie LeComte Le 23 mai 1991, la ministre de l'Enseignement supéricur et de la Science, Mme Lucienne Robillard, et la présidente directrice générale du Fonds pour la formation de chercheurs et l'aide à la recherche (FCAR), Mme Anne Marrec, ont procédé au lancement des Actes du colloque sur la recherche universitaire au Québec.

universitaire au Québec.

Ce colloque, qui a eu lieu le 9
novembre 1990 à Montréal,
rassemblait plus de cent vingt
personnalités conviées par la
ministre de l'Enseignement
supérieur et de la Science dans le
but d'échanger sur la situation et
l'avenir de la recharche univers l'avenir de la recherche universitaire. La journée comportait deux ateliers, l'un portant sur l'évolution et l'état actuel de la recherche universitaire, et l'autre, sur les défis et les perspectives d'action pour l'avenir

Les conférencières et conférenciers furent Mme Christiane Querido, présidente du Conseil des Universités (La recherche universitaire au Québec face à des choix décisifs), M. Tace a des choix decisits), M. Hubert Curien, ministre de la Recherche et de la Technologie de France (La construction de la communauté scientifique européenne), M. Camille Limoges, professeur à l'Université du Québec à Montréal (Un essai de synthèse de la recherche universitaire au

Québec), Mme Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science (La recherche universitaire au Québec). D'autre part, le comité organisateur du colloque a présenté des communications intitulées: Un bilan de la recherche universitaire au Québec (1960-1990) et La recherche universitaire: défis et perspectives d'action,

BILAN ET DIAGNOSTIC DE LA RECHERCHE UNIVERSITAIRE

Au début des années 60, ta recherche québécoise reposait sur des bascs fragiles et accusait un retard notable sur le reste du monde industriel. En trente ans, les efforts des chercheurs et des principaux partenaires ont permis de bâtir un système scientifique compétitif, intégré aux grands circuits de la science contem-poraine. En effet, les universités québécoises décernaient en 1988 trois fois plus de baccalauréats (25 061) et six fois plus de maitrises (4 406) et de doctorats (601) qu'en 1961. Le financement de la recherche universitaire s'est accru de 6,5 millions en 1960 à 331 millions en 1988. Au cours de la même période, la contribution du gouvernement québécois est passée de 97 000 à 79 millions de dollars. Les participants à la journée de

réflexion ont attribué ce progrès, entre autres, aux réformes structurelles du système d'enseignement postsecondaire et à l'essor des universités

LES DÉFIS DE L'EXCELLENCE...

Tenir sa place et progresser! Voilà le défi majeur de la recherche quebecoise dans les années à venir. À l'heure actuelle, le Québec est responsable de plus de 20 p. 100 de la production estate la production scientifique canadienne et de moins de 1 p. 100 de la production mondiale. La survie de la recherche québecoise dépend de notre capacité à intégrer les percées significatives de la recherche mondiale. De l'avis des intervenants, il faudrait, pour y parvenir, miser sur les meilleurs chercheurs partout où ils se trouvent. Il faudrait également rationaliser les ressources, encourager la spécialisation dans des niches d'expertise et promou-voir les collaborations internationales.

Selon les participants au colloque, le plafonnement du financement de la recherche exige également une attention paregalement une attention par-ticulière. Comme l'a signalé la Mînistre de l'Enseignement supérieur et de la Science, la situation budgétaire n'encourage pas l'État à "beaucoup accroître sa

contribution à l'effort de recherche". Pour les chercheurs qui sont disposés à s'adapter aux restrictions temporaires, il est essentiel de rappeler au gouvernement que la recherche est un investissement à long terme et que tout recul mettrait en péril avenir scientifique et technique du Ouébec.

L'UNIVERSITÉ ET LES BESOINS DE LA SOCIÉTÉ

Aux yeux des participants, l'université trouve sa vocation première dans la formation d'une main-d'oeuvre de qualité. Mais la contribution des chercheurs universitaires aux besoins de la société emprunte aussi d'autres voies. L'une des plus importantes est l'adaptation des connaissances et des techniques aux besoins des entreprises. Les liens université-industrie ont fait l'objet de discussions animées lors de la journée de réflexion. Les universitaires et les entrepreneurs reconnu qu'au Québec, les relations université-industrie ne sont pas aussi intenses qu'on le souhaiterait. Il y aurait lieu par exemple d'établir des liens de collaboration et d'échange plus suivis. Il y aurait lieu également de sensibiliser les chercheurs aux soucis de rentabilité des entreprises la recherche fondamentale et des délais qu'elle exige. Finalement, il faudrait incîter les chercheurs à valoriser les produits de leurs recherches et les entreprises à en reconnaître le potentiel et l'utilité. Les deux parties ont également convenu du besoin de se concerter en vue de la formation de la main-

En terminant, les participants ont souhaité presque unanimement que les partenaires en viennent à conclure une nouvelle alliance ou, conclure une nouvelle alliance ou, seclon les termes de la Ministre, "un nouveau contrat social scientifique". Si la renoutre a permis de créer de nouveaux liens et de dégager des consensus sur les actions noscibles il reste degager des consensus sur les actions possibles, il reste maintenant aux partenaires à prendre la relève pour traduire ces orientations en politiques, en actions et en mécanismes d'intervention appropriés. On voulait faire de la journée de réflexion une étape marquante du progrès de la recherche universitaire québécoise. Si cette relève prenait forme, ce serait l'accomplissement de la rencontre.

(1) La Recherche Universitaire

au Quèbec: son Bilan et son Avenir, 9 novembre 1990 Actes du colloque et Synthèse des débats, Gouvernement du Québec, FCAR, 1991.

Conference examines state of research in Quebec

By Marie LeComte
On May 23, 1991 the Minister of
Higher Education and Science,
Mrs. Lucienne Robillard, and the
Chief Executive Officer of the Fonds pour la formation de chercheurs et l'aide a la recherche (FCAR) [Fund for training researchers and assisting research], Mrs. Anne Marree, released the Proceedings of the conference on university research in Quebcc.

The conference took place in Montreal on November 9, 1990 bringing together more than 120 individuals at the invitation of the Minister of Higher Education and Science, to exchange views on the present situation and the future of university research. The day's deliberations included two workshops, one concerning the development and current state of university research, and the other concerning the challenges to be faced and prospects for future

The speakers were Mrs. Christiane Querido, Chair of the Conseil des Universités (La recherche universitaire au Québec face à des choix décisifs) [University research in Quebec confronting important decisions]
Mr. Hubert Curien, the French Minister for Research and Technology, (La construction de la communauté seientifique euro-péenne) [Building the European scientific community], Mr. Camille Limoges, Professor at the University of Quebec at Montreal (Un essai de synthèse de la recherche universitaire au Québec) [University research in Quebec: A preliminary synthesis] and Mrs. Lucienne Robillard, Minister of Higher Education and Science (La

recherche universitaire au Québec (University research in Quebec).

The conference organizing committee presented papers entitled: "Un bilan de la recherche universitaire au Québec (1960-1900)." Universitaire au Québec (1960-1900)." 1990)" [University research in sheet] and "La recherche universitaire: défis et perspectives d'action" [University research: challenges and prospects for

UNIVERSITY RESEARCH: A BALANCE SHEET AND A **DIAGNOSIS**

In the early sixties research in Quebec rested on fragile founda-tions and lagged well behind the rest of the industrialized world. Over a period of 30 years, however, the efforts of researchers and the principal individuals involved have succeeded in setting up a competitive scientific system in line with the major networks of contemporary science.

Universities in Quebec awarded three times as many Bachelor's degrees in 1988 (25,061) and six times more Master's degrees (4,406) and doctorates (601) as in 1961. The funds available for university research increased from \$6.5 million in 1960 to \$331 million in 1988. In the same period, the provincial government's contribution grew from \$97,000 to \$79

The participants in the one-day conference attributed this development to the structural reforms in the system of post-secondary education and the growth in the universities, among other factors.

THE CHALLENGE OF EXCELLENCE

The major challenge facing research in Quebec in the coming years is to maintain its position while making progress. At the present time Quebec is responsible for more than 20 per cent of Canadian scientific production and more than one per cent of world production. The survival of research in Quebec depends on the

ability to keep pace with the significant breakthroughs made by researchers throughout the world.

order to achieve this, it was necessary to support the best researchers, no matter where they might be found. It was also necessary to rationalize resources, encourage specialization in areas of expertise and promote international cooperation.

According to the participants, caps on research funding also required special attention. As the Minister of Higher Education and Science pointed out, the financial situation was such that the government had little room "to ncrease its contribution to research significantly". Those researchers who were prepared to accept temporary restrictions felt that the government should be reminded that research was a long-term investment and that any retreat would jeopardize the future of science and technology in the

THE UNIVERSITY AND THE NEEDS OF SOCIETY

In the view of participants, the In the view of participants, the university's primary mission was to train high-quality human resources. However, university researchers could help meet society's needs in other ways. One of the most important of these was the adaptation of knowledge and techniques to the needs of business.

The links between universities and industry were the subject of lively discussion at the conference. Representatives of the universities and of business acknowledged that in Quebec relations between the in Quebet relations extract in universities and industry were not always as close as they should be. For example, links should be established to facilitate closer cooperation and exchanges.

Researchers should also be made

aware of business's concern for profitability while business needs to be aware of the benefits of basic research and the time frames involved. Finally, researchers should be urged to exploit the products of their research and business to recognize the potential and usefulness of these products. Both sides also agreed on the need for co-operation in the field of human resources training.

In concluding, the participants ere almost unanimous in wishing were amost unanimous in wishing that the parties involved could form a new alliance or, as the Minister put it, conclude "a new scientific social contract". While the meeting made it possible to create new links action, it is now up to the parties involved to translate these approaches into policies, actions and appropriate means intervention.

It was hoped that the one-day conference would mark an important step in the development of university research in Quebec. If such a spin-off effect occurs, this would be due in no small measure to the meeting

(1) La Recherche Universi-taire au Quèbec: Son Bilan et son Avenir, 9 novembre 1990 Actes du Colloque et Synthèse des Débats, Gouvernement du Québec, FCAR, 1991.

The Sarah Shorten Award: Request for Nominations

In October 1990, on the recommendation of the CAUT Status of Women Committee, Council created the Sarah Shorten Award. The purpose of the award is to recognize the remarkable contribution made by Professor Sarah J. Shorten to the advancement of the status of women. CAUT and to the entire Canadian academic community.

The CAUT Status of Women Committee requests nominations for this award. Faculty Associations, Status of Women Committees or any interested party are invited to forward nominations with a description of the reasons why it should be awarded to the person and a curriculum vitae of the potential recipient. The Status of Women Committee would welcome any other relevant information on the candidate.

The deadline for the Sarah Shorten Award is February 15, 1992 but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

If you want more information about what should be included in the candidate's dossier or want to forward your nomination, please contact Mariette Blanchette, Sccretary of the CAUT Status of Women Committee, Suite 308, 294 Albert Street, Ottawa, Ontario K1P 6E6.

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Utilisez les six nombres, au plus une fois chacun, pour arriver au total, ou le plus près possible du total. Vous pouvez additionner, soustraire, multiplier ou diviser. UNE MINUTE par problème!

Exemple:	6	5	25	4	50	25	319	
Solution: [Solution: $[(25 - 50) \times 4] + 25 - 6 = 319$							
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2.	7	7	25	3	2	50	332	
3.	10	25	100	7	6	3	960	
4.	8	7	8	7	8	7	457	

Le mot le plus long

Composez le mot le plus long possible en agençant les six lettres proposées. Les formes du féminin, du pluriel, etc., sont permises. UNE MINUTE par problème.

Exemple: TESEQOPRZ

PORTEES (7)

1. DISETNINT 2. ROLSEIMEM 3. TERIRECAU 4. QAGUEVALE

solutions à la page 15

Crossword solution

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Going on sabbatical? Check medical coverage

CAUT has been advised that recent or impending changes to several provincial medical plans may impact directly on faculty members planning sabbatical leaves outside of the province or Canada. Difficulties have been reported in Nova Scotia. According to reports, Ontario plans changes to OHIP to take affect October 1.

The Saint Mary's University Faculty Union notified CAUT of a faculty member at that university who was recently denied coverage for a surgical procedure because he had been away from the province for more than 182 days and he had already had a sabbatical leave during which he had been away for more than

As the rules differ from province to province, CAUT would suggest that you do the following if you plan to be temporarily out

1. Contact your human resources department or group administrator for information on group and provincial health

2. If the group administrator is unable to provide information on provincial coverage, contact your provincial health insurance office to ascertain coverage. If they assure you that you will be covered, be sure to get it in writing.

3. If you are advised that you will not be covered by the provincial medical plan, contact an insurance carrier for private

CAUT has held meetings with Telfer International Inc., a Montreal based overseas insurance consultant that specializes in private medical insurance plans. Telfer is ready to provide CAUT members with information and prices on overseas medical plans available through them. They can be reached at (514) 284-2002 or by writing to Frank Telfer, Suite 200-59 rue St. Jacques, Montreal, H2Y 1K9.

CAUT BOOKSHELF/LE COIN DES LIVRES

J.A. McFarlane and Warren Clements, The Globe and Mail Style Book, Info Globe, Toronto, 1991

he new Globe style book is clearly meant to be a standard for the anglophone part of the industry. It is the first revision in 15 years and has been heavily advertised.

It has decided to restore certain aspects of traditional Canadian spelling such as the "our" in labour and similar words as well as the use of centre or litre, and it insists on the

words as werr as the use of centre of three and it historior to use of honorifies.

On the other hand it has taken steps towards sensitivity in the use of language particularly in sections on native Canadians and on women and language urging its writers in the latter case to be gender free or gender specific depending on the circumstances.

on the circumstances.

It is more muddled on the use of French. It does use French accents unlike many anglophone newspapers, but it translates virtually every French word. It would appear that Université de Montréal would be banned although it is hard to see why anyone, however unilingual, would misunderstand.

In typical Globe style, it has little or no interest in universities, and for some reason has not noticed that the University of Regina has not been the Regina campus of the University of Saskatchewan for many years. You will, however, have to look it up under W for Wascana. However, it is a well-designed book, easy to use, and includes foreign place names as well as Canadian ones.

Association of American Medical Colleges, Guidelines for dealing with faculty conflicts of commitment and conflicts of interest in research,

Washington, D.C., 1990, Pp. 18.

anic has hit many parts of the American research establishment, particularly in the bio-medical sciences, as a result of a number of well-publicized fraud cases and a very hostile incursion of

Congress into the debate on what to do about such cases.

The suggestions by the Association of American Medical Colleges are not very helpful. The booklet tends to statements urging universities to develop policies and procedures to deal with these situations. It does have some useful suggestions in terms of defining conflict of interest in

the bio-medical sciences.

What is most striking, however, is that there is scarcely a wild is finds striking, however, is that there is scarcely a word about due process or the privacy rights of an individual and his or her family. The world of the Association appears to be peopled by unprincipled professors and wise, impartial and aloof administrators — Plato's guardians perhaps — who will rule on all these matters.

The only appeal mechanism mentioned is one completely composed of university administrators and their legal counsel. Panic, in fact, is the worst possible mood in which to write wise regulations. It is to be hoped that Canadian universities will not follow this model.

Victor Farias, Heidegger and Naziism, Temple University Press, 1989.

y and large the academic community prefers to avert its gaze from the history of those of its members who were willing partners of the Nazis in Germany. Professor Farias' book is an indictment of one of the most famous of them - the celebrated philosopher Martin Heidegger. Farias argues that Heidegger was a Nazi before Hitler

came to power; that he became rector of the University of Freiburg in 1933 in a Nazi academic coup; that he resigned because Hitler was, in his view, abandoning the pure truths of Naziism; and that he remained a Nazi throughout the

Nazism; and that he remained a Sazi throughout the Hitlerian period.

He suggests that far from being a good samaritan who protected Jewish scholars, he denounced them. The book has produced a violent storm of academic controversy since it was published, similar to that involving the late literary

scholar, Paul de Man.
Two questions arise. Are the allegations true? If they are, Two questions arise. Are the allegations true? If they are, is it correct to argue that Heidegger's philosophy was significantly affected by his Nazi politics? Even though the book is poorly organized and woodenly translated, it is nevertheless hard to see how one can any longer see Heidegger as an academic innocent in Nazi Germany. Until the Heidegger archives are open to all scholars, it will not, however, be possible to know the complete details. The second question is dealt with in the least effective part of the hook and will not day the pearure by his before the part of the hook and will not day the pearure by his before the part of the hook and will not day the pearure by his before the part of the hook and will not day the pearure by his before the part of the pearure by the pearure by his pearure

the book and will no doubt be argued by philosophers for

Carl Cuneo. Pay Equity: The Labour-Feminist Challenge, By Maureen Kilgour (CAUT Professional Officer)

arl Cuneo explores the debates and lobying that took place in the struggle for pay equity legislation, primarily in Ontario. The author identifies issues which were hotly debated in the period leading up to the proclamation of the Ontario Pay Equity Act in 1987. He contrasts positions from both sides of the debate — the business/anti-feminist and the labour/feminist alliances — and shows how the "state" mediated the positions of both sides by incorporating the interests of each into the Pay Equity Act. The work is well-researched, but there are some errors and omissions researched, but there are some errors and omissions.

Cuneo has a clear understanding of the main political

forces that shaped the Ontario Pay Equity Act, which he believes to be the "strongest" piece of pay equity legislation (although he provides convincing evidence to the contrary). Despite this assertion, he correctly identifies a number of key

Despite this assertion, he correctly identifies a number of key flaws in the Act which serve to undermine potential gains for workers in female-dominated jobs, for example, the way in which comparisons are done.

He maintains that the weaknesses and limits of the pay equity legislation are in part the result of the inherent failure of a reformist approach and the subsequent co-opting of the oppositional forces in Ontario (that is, "labourites and femilists") feminists").

teminists.).

Cuneo argues that key members of the labour/feminist alliance were co-opted by the Ontario "state", and placed in positions of power. The feminists activists who become part of the "state" (as chair of the Pay Equity Tribunal, for example) are questioned about their commitment and their consisting. convictions.

However, Cuneo is almost forgiving in his assertion that "earning a living can be difficult in the insecure, often voluntary positions within social movements, and the new state bureaucracies do offer some measure of job and income

Cuneo would have done well to examine the response of traditional labour to issues like pay equity. There are no doubt situations where labour has not acted or negitated in

doubt situations where labour has not acted or negotiated in the best interests of female workers, and to ignore this is to ignore one of the main dynamics of a patriarchal society.

Cunco has not analyzed this element of the labour/feminist alliance, nor has he looked at why many pay equity agreements between management and labour end up with very limited results, posing no challenge to the estal

very limited results, posing no challenge to the established wage hierarchies.

Cuneo provides an interesting analysis of how well-intentioned policies get watered down as the "state" attempts to appease many sectors, and once having legislated an issue like pay equity, the "state" indeed attempts to limit the impact of the reforms. However, some of his attacks are not fair. In the struggle for social justice, the few feminist-activists who achieve positions of power are not the real problem.

Commissioners' Reports

Information Commissioner of Canada. Annual Report 1990-1991. Ottawa: Supply and Services Canada, 1991. By Tim Stutt (CAUT Government Relations Officer)

espite the adoption of the Access to Information Act in 1983, the federal government continues to drag its feet in releasing information the public has a legal right to, Canada's Information Commissioner

complains in his latest annual report to Parliament.

"Government as an institution is still often dense, at best opaque, rarely transparent," says newly-appointed Information Commissioner John Grace. "The old culture of closeness lingers on...(Yet) to have a chance of knowing what the government is up to requires a right of access to the records and documents which government produces (with taxpayers' money) and which form the basis of government decisions or indecisions.

Academics reading the annual report may conclude that if government secrecy is dangerous for the democratic process, it is absolutely devasting for research. The report states that out of the 10,234 information access requests made to federal government institutions last year, academics accounted for only 2.4% of them — far less than the requests made by business (54.6%), the media (8.4%) and private organizations (6.2%)!

Privacy Commissioner of Canada. Annual Report 1990-1991. Ottawa: Supply and Services Canada, 1991. By Tim Stutt (CAUT Government Relations Officer)

ivacy Commissioner Bruce Phillips writes rivacy Commissioner Bruce Phillips writes in his 1990-1991 report to Parliament that privacy is a "problem intimately bound up with the relationship of the individual to society, and so long as society continues to evolve and change, so too will the problems affecting privacy". That is why as the public's watchdog over the Federal government's collection and use of personal information, the Commissioner focuses on privacy problems unforeseen just a few years ago. They are found in such diverse fields as AIDS and drug testing, cellular telephones, video surveillance, business data

cellular telephones, video surveillance, business data transfers, and genetic testing.

In proposing solutions to these problems, Mr. Phillips states that the "marketplace acting in selfrimings states that the male-cipate actual is stri-interest in the end may also prove to be at least partly a self-correcting mechanism." Yet he does not hesitate to propose legislative solutions whenever he feels them to be appropriate. It is up to the reader to decide if in walking a very fine line the Commissioner's approach is represented as the commissioner's approach is pragmatic or schizophrenic.

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Reception October 31, 1991

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Dr. Bernice Sandler, Centre for Women Policy Studies

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- Harassment: What do legal/quasi-legal options have to offer
 Instituting change and changing institutions: constructing effective action plans for women at your university

· Action and strategy recommendations

Who Should Attend?:

- Members of University/Provincial Status of Women Committees
- Faculty Association Executives
- Policy makers in departments of advanced education Equity officers
- · Sexual harassment officers
- · Human Rights officers
- · A positive climate on campus

For more information or a complete program contact your local faculty association or to register contact Ms. Nancy Gordon at the CAUT office (613) 237-6885 Fax (613) 237-2105

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· Actions et stratégies recommandées

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- Aux décideur(e)s des ministères de l'enseignement supérieur
- Aux agent(e)s responsables de l'équité
 Aux conseiller(ère)s en harcèlement sexuel
- · Aux conseiller(ère)s en droit de la personne
- · Aux personnes désirant un climat positif à l'université

Pour obtenir des renseignements supplémentaires ou un programme complet, communiquez avec votre association locale de professeurs. Pour vous inscrire, communiquez avec Mme Nancy Gordon, au secrétariat de l'ACPU, au (613) 237-6885. Télécopieur : (613) 237-2105.

CLASSIFIEDS/ANNONCES CLASSÉES

CAUT/ACPU BULLETIN

reception des demandes avani le 30 du mos de publication.
L'ecletur n'acceptip pas d'annonces de postes d'écrinistration ni d'enseignement qui
resireignent les candidatures pour des raisons de race, d'origine acale, de relegion,
de couleur, de seve, d'âge, d'étal civil, de situation femiliale, entinques, d'anneces,
d'orientation sevuelle, d'origine sociale ou de convictions ou d'attaches pobliques
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Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons, with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a contidential nature.

Beaucoup d'universités cana diennes se sont joinles au pro-diennes se sont joinles au pro-gramme de contrats tédéraux. Le programme exige que les tournisseurs de biens et ser-vices du gouvernement tédéral qui emploient au moins 100 personnes et veulent soumispersonnes et veulent soumis-sionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 002 doi doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artiticiel à la sélec-tion, à l'embauche, à l'avance-ment el à la formation des femmes, des abortgénes, des personnes handicagées et des femmes, des aborigenes, des personnes handicapées et des minorités visibles. À cette lin, on pourra demander aux candidat (e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

As a service to CAUT members interested in positions available in other countries, the BulletIn accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP. Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel. 202-737-5900.

tel: 202-737-5950.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à tilre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de profection peut vairer d'un pays à l'autre. A l'exception des Etats-Unis, ou l'Association of American University Professors enquéte sur des prétendues violations de la liberté universitaire in l'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux lois par année, l'ACPU publie une liste d'universite staisant l'objet de censure par l'AAUP. Pour obtenit des renseignements supplémentaires sur ces censures, prête d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél (202) 737-5900.

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UNIVE RSCITY OF MANITORA. Faculty of Management. Applications are invited in the ereas of (f) accounting and reliable in the ereas of (f) accounting and in the ereas of the erea

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Université Bishop Vice-recteur(trice)

L'université Bishop est un établissement axé sur les arts libéraux dont la majorité des étudiants - environ 1 700 à temps plein et 800 à temps partiel - vivent en résidence et dont la langue d'ensetgnement est l'anglais. Elle est située en Estrie à quelque 160 kilomètres à l'est de Montréal.

L'université sollicite des candidatures afin de combier le poste nouvellement créé de vicerecteur(trice). Celut(celle)-ci aura la responsabilité de promouvoir les activités de recherche, de renforcer l'esprit de coopération entre la Faculté et l'Administration, d'innover sans cesse à l'égard des programmes académiques et de les améliorer de façon continue, de développer les programmes d'échange et d'accroître la visibilité et la présence de l'université dans la communauté où elle évolue. Le(la) vice-recteur(trice) devra également représenter l'établiscement au sein d'organismes, de comités et de sociétés professionnelles, en plus d'assumer les charges du recteur en son absence. De plus, l'i[elle) supervisera le Bureau de l'éducation permanente, le Bureau de la recherche universitaire ainsi que le Secrétariat de l'université et le Secrétariat de la corporation et du sénat.

La personne choiste possédera un doctorat ou l'équivalent de même qu'une connaissance d'usage du français. Il est également important qu'elle fasse état d'une expérience en enseignement et de réalisations probantes en recherche au niveau universitaire. Enfin, elle devra faire preuve de beaucoup d'entregent et d'un leadership confirmé pour mener à blen ce rôle de premter plan.

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> Johan Mady Egon Zehnder International Inc. I, Place Ville-Marie Bureau 3310 Montréal (Québec) * Tél.:(514)876-4249

Bishop's University Vice-Principal

Bishop's University is a largely residential university of approximately 1,700 full-time and 800 part-time students in the liberal arts tradition with English as the language of instruction. It is located in Quebec's Eastern Townships about 160 kilometers east of Montreal.

The University has recently created the position of Vice-Principal and invites applications for this post. The Vice-Principal will be responsible for stimulating research activities of the university, improving the spirit of cooperation between the Faculty and the Administration, continually innovating and enhancing academic programs, further developing exchange programs and finally for making the university more visible and present in the community in which it operates. The Vice-Principal will also represent the university externally in organizations, committees and professional societies and will assume the responsibilities of the Principal in his absence. In addition, the Vice-Principal will oversee the Office of Continuing Education, the University Research Office as well as the University Secretary and the Secretary of the Corporation and Senate.

The successful candidate will possess a Ph.D. or its equivalent and have a working knowledge of French. Teaching experience and research accomplishments at the university level are also key requirements. Excellent interpersonal skills and demonstrated leadership ability are other traits sought for this important role.

Interested and qualified candidates should send a curriculum vitae in complete confidence to:

Johan Mady Egon Zehnder International Inc. I Place Ville Marte Suite 3310 Montreal, Quebec H3B3N2 Tel.:(514)876-4249

Egon Zehnder International Inc.

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CONCOROIA UNIVERSITY, The Con-temporery Canca Depertment, Faculty of Fina Arts, (pending budgetary approval) Invites applications for a full-time tenure appointment at the Assistant Professor, can commencing January

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ECONOMICS

WILFIRD LARIER UNIVERSITY, apperfement of Economics New Firthers of Economics in Section 2019, 1992. Ph.D., or near Ph.D., or

McGill

Tenure-track positions, in BSW and MSW programs, Appointments are normally made at assistant professor level. Specialties sought, with equal priority, are cross-cultural social work, health-related social services, aging. Social work qualifications strongly preferred. Teaching, practice and research experience are assets. Candidates should have or be close to doctorate. Persons with other qualifications are invited to apply for time-limited or part-time appointments. McGill's new Centre for Applied Family Studies, new Social Workflaw combined degree program, proposed new joint Ph.D. program with Université de Montréal provide interesting opportunities for creative scholars. Send résumés, including references, to:

Dr. Frank McGilly, Director McGill University School of Social Work 3506 University Street Montreal, Ouebec H3A 2A7 Canada

Concordia University is presently seeking a

Dean, Faculty of Commerce and Administration

to take office 1 January 1992 for a five-year renewable term.

The Dean is an academic leader of a dynamic Faculty of Commerce and Administration which currently comprises some 6000 students pursuing programmes in B.Admin., B.Comm., Diploma programmes in Institutional Administration, Sports Administration and Accountancy; M.Sc. Administration, MBA, EMBA, and Ph.D. Both undergraduate and graduate offerings are inter-disciplinary with five participating departments. Research is carried out within the context of the departments and centres.

The ideal candidate will be an individual with national and international academic stature and credibility. In dealing with the external and internal communities, the interpersonal skills of the candidate are vital. The demonstrated ability to administer and manage, the capacity to carry through projects from beginning to end, the ability to communicate in French, excellent negotiating skills and the ability to collaborate effectively are constituted. are essential.

The Dean must possess scope of vision, boldness and confidence, a commitment to inter- and multi-disciplinary programmes and a clear appreciation of the inter-relationships among the differing disciplines and the ability to reconcile varying positions within the academic community.

The Dean of the Faculty of Commerce and Administration is one of five Academic Deans, reporting to the Vice-Rector, Academic. The individual chosen should be able to work easily with a team of senior administrators which includes colleagues, as well as the senior administrators who form the Office of the Rector, sharing information and participating in major policy

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

Applications or nominations, including a full curriculum vitae and names of three possible referees should be sent by 30 September 1991, 5:00 p.m. to: Dr. Rose Sheinin, Vice-Rector, Academic, Concordia University, 7141 Sherbrooke St. West, AD 231, Montréal, Québec H4B 1R6



REAL EDUCATION FOR THE REAL WORLD

Head, Department of Oncologic Imaging

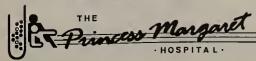
Ontario Cancer Institute/Princess Margaret Hospital is a comprehensive cancer centre which treats 6,000 new patients annually. The hospital is due to relocate to a new site on University Avenue, in Toronto, by 1994. With a professional staff of seven radiologists and a Head of the Division of Nuclear Medicine, expansion of our Oroclogic Imaging Program will be consistent with a new patient referral practice of 7,000 patients and 80,000 follow-up visits annually.

We are seeking an experienced radiologist to lead the Department of Oncologic Imaging in providing clinical, teaching, and research services within our tertiary care cancer center. Your clinical assignments will comprise general radiology (including lymphography and mammography), ultrasound, computerized tomography, magnetic resonance imaging, interventional radiology, and nuclear medicine.

As the successful applicant, you must hold the FRCPC in Diagnostic Radiology (or equivalent) and are eligible for a university appointment at the Associate or full Prolessor level. Leadership, administrative ability, and excellent interporsonal and communication skills are essential. You have established expertise in imaging and a commitment to teaching and tostering clinical or applied research.

In compliance with Canadian Immigration requirements, this advertisement is directed to qualified candidates who are Canadian citizens and permanent residents.

Please forward your application, including a current curriculum vitae, bibliography, and the names of three references, prior to September 30, 1991, to: Dr. S. B. Sutcliffe, Vice-President, Oncology Programs, Ontario Cancer Institute/Princess Margaret Hospital, 500 Sherboume Street, Toronto, Ontario M4X 1K9.



should be sen to Dr. Welfer Schwager, Acting Dean of Social Sciences, Lurenian University, Ramey Lake Road, Study Dean Science Control of the Science Control of Scie Schwager is, LaurenThe University of British Columbia, Ven-couver, B.C., V6T 121. The University of British Columbia is committed to the Fed-eral Government's employment equity

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Noticeboard

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Studes in Education has created a new
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THE CANADIAN SOCIETY OF MICRO-BIOLOGISTS: Malonial Meeling 1992.
June 14-18, (42nd Annual Meeling)
Memorial University, Contact Or, John Memorial University, Contact Or, John Versity, St. John's, NewYoundland A18 379. Inquiries concerning the Society and its activities may be made to: CSM Secretanal, 1200E Prince of Wales Orive, Oritawa, Ori and KC 1MS.

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CLASSIFIED & DISPLAY ADVERTISING 1991/92 CLOSING DATES

ANNONCES CLASSÉES - GRANDES ANNONCES DATES LIMITE PDUR 1991/92

ISSUE	CLASSIFIEO	OISPLAY
NUMÉRO	ANNONCES CLASSÉES	GRANDES ANNONCES
	12 p.m. / 12 h	12 p.m. / 12 h
OCTOBER	SEPTEMBER 9	SEPTEMBER 16
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no cancellations or changes after closing dates aucune annulation ou changement après la date limite

Advertising Coordinator/Publicité: Liza R. Duhaime fax: (613) 232-0494



UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF THE WESTERN COLLEGE OF VETERINARY MEDICINE

Applications and nominations are invited for the position of the Dean of the Western College of Veterinary Medicine. The appointment, which will be effective July 1, 1992, will be for a recomble time part form. renewable tive year term.

The Western College of Veterinary Medicine serves the four Western Canadian provinces (Alberta, Brilish Columbia, Manitoba and Saskatchewan), the Yukon and the Northwest Territories. If offers an undergraduate program leading to the award of the D.V.M. as well as post-graduate study. The Dean has administrative responsibility for the Veterinary Teaching Hospital, the Goodale Research Station, and plays a role in the management of the Toxicology Research Centre, the Animal Resources Centre, and the Veterinary Infectious Diseases Organization (V.I.D.O.).

Enrollment in the College for the 1990-91 academic year was 281 undergraduate students and 54 graduate students. The University of Saskatchewan has a student population of approximately 17,500 tull and part-time students registered in thirteen colleges.

The successful candidate will hold a D.V.M. or equivalent and will be an established scholar with proven administrative ability. The Dean will have demonstrated a decication to excellence in research and teaching and will provide dynamic leadership within the College. The Dean will hold an appointment as a full professor. He or she will also be involved in the University's general academic leadership. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete resumes will be accepted until October 31, 1991 and should be submitted to:

Dr. Patrick Browne
Vice-President (Acedemic)
Room E216, Administration Building
University of Saskatchewan
SASKATOON, Saskatchewan
S7N 0W0

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. This position has been cleared for advertising at the two tier level by Canada Immigration.

ENGINEERING

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Bunswick is committed to the principle of preplyamen (age). White STETY, Industrial Cheft in Fusion Energy, Department of Cheft in Fusion Energy, Department of Linked for a troute stream paction in the Department of Engineering Physics, McMaster University. The appointment will be made at other the Associate or Full Professor rank. Candidates should have an international reputation in a

THE UNIVERSITY OF SASKAT-THE UNIVERSITY OF SASKATT-CHEWAIN Invises applications for a senior call y position in the Department of Elec-tropic serior in the common to the control of the professely at the full professor level, is without form. The oppicant must have an earned Ph.D., or the opulvalent in traking and research experience in telecommuni-cation access technologies such as figer catality access technologies such as figer catality access technologies used as figer catality access technologies used as figer systems, local eree networks, or ISDM. The candidate will jurn a team of industry and scademic researchers and carry out research at the TRLash facilities to be located in Saskaton. TRLabs (tomerly, Albert a Telecommunications Research

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University of Alberta **Edmonton**

Director Devonian Botanic Garden

The internationally networked Devonian The internationally networked Devonian Botanic Carden is a research centre for conservation, maintenance, and development of living plant material. It has collections of indigenous and exotic plants in a scenic, 190-acre parkland setting, and a newly completed 5-acre Japanese garden. The Devonian Botanic Garden is a resource for the academic community and an extension facility for the general public.

With one of Canada's foremost fungus collections, it is an interdisciplinary research unit under the Vice-Président (Research). The under the Vice-resident (Research). The operating budget is provided by the University, but it receives significant outside funding from donations, research grants and contracts. The Director is responsible for nine full-time and about twenty seasonal support staff and interacts with two academic staff.

interacts with two academic staff.

Qualifications: A demonstrated ability to liaise effectively with the academic and lay communities; strong interpersonal skills; a sound knowledge of horticultural practices and plant materials; a substantial administrative record within a botanic garden or similar horticultural research facility. Ability to secure external funding would be an asset. Candidates should have doctoral degrees or other backgrounds meeting the above requirements.

Appointment will be as an Administrative Professional Officer unless the sucessful applicant holds a tenurable academic appointment in a University of Alberta department, in which case a secondment to the Garden will be required. Tenurable applicants should have a proven record of research, preferably including publications compatible with the teaching role of the Garden.

Salary, commensurate with qualifications and experience, minimally \$44,272. Deadline for applications: October 15, 1991. Preferred starting date: January 1, 1992.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit curriculum vitae, together with the names of three referees, to:

Ms. Barbara Bohdan, Executive Assistant to the Vice-President (Research) University of Alberta 3-12B University Hall Edmonton, Alberta T6G 2J9 FAX: (403) 492-1438

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

(UM

The University of Manitoba Continuing Education Division

INSTRUCTOR · MANAGEMENT STUDIES

The Continuing Education Division at the University of Manitoba invites applications for the position of instructor in the Management Studies Area. Applicants will be expected to have a graduate degree, preferably in adult education or business administration, with training and experience in program development, management, and evaluation. Strong marketing skills are also required.

also required.

Reponsibilities of the position include the development of new programming thrusts in the general and specialized areas of management and administration, the development of partnerships with business, industry, government, professional associations and community groups, and working with other members of the Division to provide programming services to our clients. It is also expected that the incumbent will provide administrative service to the Division and the University.

to the Division and the University.

The successful applicant will be offered a two-year proballonary appointment at the rank of Instructor I. The appointment will be at a salary level commensurate with qualifications and experience, as determined by the Collective Agreement. Applications will be received until October 15, 1991 or until the position is tilled. The appointment will begin January 1, 1992, or sooner by arrangement.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, abortiginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please send a curriculum vitae and arrange for three letters of reference to be sent to Michel Pierre Janisse, Ph.D., Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Menitoba R3T 2N2.



UNIVERSITÉ D'OTTAWA UNIVERSITY OF OTTAWA

FACULTÉ DES ARTS FACULTY OF ARTS

Chair Department of Music

Applications are invited for the position of Chair of the Department of Music at the University of Ottawa.

The Department of Music is one of titteen departments in the Faculty of Arts. It offers three undergraduate programmes: B.A. (Conc. in music), B.A. (Hons. in music) and the music) of the conjugation of

inks with the N.A.C.O. It moved into a new building in 1988.

Candidates for the position of Chair should hold a Ph.O. In Music Orthe equivalent) and have extensive experience, both academic and musical, in the areas of one of the programmes oftened by the Department. Candidates should have some administrative experience and the aptitude to promote the development of all aspects of departmental file (leaching, research, musical interpretation, service to the community). Fluent buildingualism (English and French is necessity for the fulfilliment of responsibilities at the University of Ottava.

The position is at the rank of Associale Professor. The salary conforms to the provisions of the Collective Agreement. The position will begin from July 1, 1992.

Candidates should send their applications and their curriculum vitae, and neve three letters of recommendation forwarded, before October 15, 1991 to: M.B. Carlos Bazán Dean, Faculty of Ottave.

University of Ottave.

In accordance with Canadian Immigration requirements, the edver-

In accordance with Canadian immigration requirements, the adver-lisement is directed to Canadian citizens and permanent residents. The University of Ottewa is an Equal Opportunity Employer.

Directeur/Directrice Département de musique

Ce département de la Faculté des Arts compte 22 professeurs et oftre en anglais et en français des programmes de ler cycle (8 A. et 8 Mus) et de mailisée. Le programme de premier cycle composition les domaines suivants éducation, musicologie, théorie, composition, interprétation. Le programme d'études supéréuns comporté deux pollons: Interprétation (musique de chambrel et musicologie et thé-orie. Le département a linaugurd son novuel éditice en 1988 et bénéticle de contacts réguliers avec le C.N.A.

Le poste est au rang d'agrégé. Le salaire est conforma aux prévisions de le convention collective. L'entrée en fonctions est prévue pour le 1er juillet 1992.

Les candidatures doivent être envoyées, avec le curriculum vitae et trois lettres de recommandation, avant le 15 octobre 1991 à:

M.B. Carlos Bazán Doyan da la Faculté des Arts Université d'Ottewa Ottawa (Ontario) K1N 6N5

En conformité avec les exigences de l'immigration canadienne, ce annonce s'edresse aux citoyens canadiens et aux résidents per nents. L'Université d'Ottawa a une politique d'équité an mati-d'emploi.

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ENVIRONMENTAL HEALTH

VOK.280, Fac. (sou) 375-3316.
ENVIRONMENTAL HEALTH

UNIVERSITY OF ALBERTA, Faculty of Medicine, Environmental Health Promise of the Control of Medicine, Environmental Health Promise Heal advertisement is directed to Canadien cit zens and permanent residents. The Uni-versity of Alberta is committed to the prin-ciple of equity in employment. The University encourages applications from abo-riginal persons, disabled persons, mem-bers of visible minonities and women.

ETHICS

Ontario Cancer Institute/Princess Margaret Hospital is the largest cancer treatment, research and education facility in Canada. Currently, wa heva the following positions available:

Haematopathologist

The Pathology Department requires an ecademic Haematopathologist. The duties will include supervision of the Diagnostic Hesmatology Laboratory and Transfusion Service of the hospital, as wall as sharing the covarage of the diagnostic pathology of the lymphoma/eukamile and bone marrow transplant cases refarred to the hospital. The position involves teaching of oncologic pathology and haematopathology, both to undergraduales, residents and fellows who are involved in the training programs at the Univarsity of Toronto. Applicants should have specific training and experience in molecular diagnostic techniquas and/or other ancillary diagnostic techniquas such as immunocytochemistry and flow cytometric leukocyte phanotyping. The incumbant will be ancoursgad to davalop collaborative research activities with other Ontario Cancer Institute Scientists, and be expected to provide diagnostic and consultative services of high standard in oncologic pathology as related to the heematopoistic and lymphoraticular systems. Time must also be available for the pursuit of procince in Ontario and processes a Enloweble.

academic enceavours.

Applicants must be licensed to practice in Ontario and possess a Fellowship of the Royal College of Physicians and Surgeons of Canada in the specialty of heamatopalhology or anatomic pathology. An appropriate University appointment will be arranged subject to approval by the Chairman of tha Department of Pathology, University of Toronto, and the Dean of the Facuity of Medicine. Applicants showing evidance of academic activity in the form of publications relevant to haemalological malignancies will be given priority.

Please send three latters of reference with your curriculum vitae to the eddress below.

Scientist-Molecular Genetics/Oncology

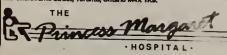
The Dapartment of Pathology also has a vecancy for a Scientist who will develop a diagnostic and applied research program in molecular genatics in relation to oncology. Initially, the post will be for two years and will have a strong emphasis on research. Preference will be givan to individuals with pravious experience in molecular genetics and a background in medicine and pathology. The successful applicant will be ancouraged to work in cooperation with the Haemalopathologiste and other Oncologic Pathologista in the Department of Pathology, as well as clinical and basic researchars within the Hospital.

Candidates with have a Ph.D., or equivalent degree, with specialty training in molecular genetics. The successful applicant will be expected to devalop a vigorous independent research program and participate in on-going studies within the department. Preferance will be given to those with wide experience in the study of lymphoma and leukemias.

The salary for this position will be datermined by qualifications. An appropriate academic appointment will be arranged subject to approval by the Chalman of the Department of Pathology, University of Toronto, and the Dean of the Faculty of Medicine.

In accordance with Canadian Immigration requirements, this advertisement is directed to qualified candidates who are Canadian citizans and permanant residants.

interested individuals should send curriculum vitae, to errive no later than September 30, 1991, to: Dr. D. Benerjee, Chief, Depertment of Pethology, Onterio Cencer Institute/Princese Mergerot Hospital, 500 Shorbourne Street, Toronto, Ontario M4X 1KQ.





QUEEN'S UNIVERSITY AT KINGSTON

DEAN **FACULTY OF LAW**

The University invites nominations and applications for the position of Dean of the Faculty of Law. The appointment is for a renew-able five-year term commencing July 1, 1992. The Dean will be expected to provide strong leadership to a staff of over thirty full-time faculty and more than 450 students. The Dean reports directly to the Principal on the administration of the research and teaching programs of the Faculty.

The successful candidate will have an outstanding research record

and have demonstrated excellence in teaching and administration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

Applications and nominations together with the names of three referees should be submitted by October 31, 1991 to:

David C. Smith

Principal and Vice-Chancellor
Queen's University Kingston, Ontario K7L 3N6

and excellent leaching and research. Successful candidates will be or successful candidates will be organized to the successful candidates will be organized to the successful candidates. MAR, M. S.c., and Ph. D. I. S. Teaching in the Executive MAR again is also encouraged. Salaries exchanged to the successful candidates with the successful candidates. Applying a set also invited for limited-term force as lecturers. At least an MBA Concordia University is committed to 10 years and 1

FORESTRY

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GEOGRAPHY

UNIVERSITY OF VICTORIA: Department of Geography. Applications are invited for an open level lenure tracks position, effective July 1, 1992. Ph.D. required. Candidaies of proven agademic exceilence and outstanding teaching one research potential, who can contribute significantly to an active and growing department, will be considered in eary of

HISTORY

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

Dean College of Pharmacy

(Incorporating the Division of Nutrition and Dietetics) Applications and nominations are invited for the position of the Dean of the College of Pharmacy. The appointment, effective July 1, 1992, will be for a term of five years in the tirst instance.

The College of Pharmacy offers two undergraduate programs, one leading to the Bachelor of Science in Pharmacy (B.S.P.) and the other to the Bachelor of Science in Nutrition [B.Sc. (Nutr.)]. The undergraduate pharmacy program prepares students to enter community, hospital or industrial pharmacy. Graduates of the nutrition program pursue careers in dieletics, community nutrition, government, business and industry. Students in both programs are encouraged to consider graduate studies and future careers in research and academie.

Enrollment in the B.S.P. program in the 1990-91 academic year was 300 students. Both the M.Sc. and Ph.D. degrees in Pharmacy are offered, with 19 graduate students currently enrolled. Undergraduate enrollment in the B.Sc. (Nutr.) program was 128 students. The Division of Nutrition and Dietetics offers the M.Sc. degree; Ph.d. programs are offered on a special case basis. The University of Saskatchewah has a student population of approximately 17,500 full and part-time students registered in thirdeen colleges.

The successful candidate should be an established scholar, have demonstrated a dedication to excellence in research and teaching, and possess proven administrative ability. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a Professor. Salary will be commensurate with qualifications and experience.

Nominations and applications with complete resumes will be accepted until October 15, 1991 and should be submitted to:

Dr. Palrick Browne Vice-President (Academic) Room E216, Administration Building University of Saskatchewan SASKATOON, Saskatchewan S7N 0W0

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. In accordance with Canadian requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Toronto, Canada

President

Applications and nominations are invited for the position of President

York University is Canada's third largest university and has many internationally renowned teaching and research programmes. Established in 1959, York now provides full- and part-time graduate and undergraduate degree programmes to more than 40,000 students through its ten Faculties: Administrative Studies, Arts, Atkinson College, Education, Environmental Studies, Fine Arts, Glendon College, Graduate Studies, Osgoode Hall Law School, and Pure and Applied Science,

The successful candidate must have demonstrated the capacity for outstanding educational leadership, a dedication to excellence in teaching and research, and the management ability necessary to guide a large and dynamic Canadian university. The appointee will be expected to take office on or about July 1, 1992.

Applications should be accompanied by a curriculum vitae; nominations should include a biographical outline of the person nominated.

Applications and nominations should be submitted by October 15, 1991 to:

> Presidential Search Committee, c/o University Secretariat. S945 Ross Building. York University. North York (Toronto), Ontario, Canada M3J 1P3,

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

York University is implementing a policy of employment equity, including affirmative action for women faculty

Dean, Faculty of Engineering and Applied Science

Applications and nominations are invited for the position of Dean of the Faculty of Engineering and Applied Science. The appointment will be effective July 1, 1992 for a term of 5 years.

effective July 1, 1992 for a term of 5 years.

Ryerson Polytechnical Institute is an undergraduate institution with a central focus on teaching and an expanding emphasis on research. As a member of the Council of Ontario Universities, Ryerson offers careeroriented programs which balance professional and liberal studies.

The Faculty of Engineering and Applied Science consists of 6 academic departments with 170 full-time faculty and 2,400 full-time students. It administers 10 programs in Architecture, Applied Chemical and Biological Sciences, Applied Computer Science and Engineering, leading to Bachetor of Engineering and Bachelor of Technology degrees.

The Faculty seeks a Dean who can provide academic leadership for curricular and faculty development, sound management of resources, and vigorous liaison with the external academic and professional communities. The successful candidate must have strong academic qualifications, established administrative ability and a demonstrated capacity for effective innovation. The Dean should understand and be committed to polytechnic university education and to its close association with the professional communities. The Dean will hold an academic appointment. Salary will be commensurate with qualifications and experience.

Ryerson Polytechnical Institute is committed to the principles of

Ryerson Polytechnical Institute is committed to the principles of employment equity and welcomes applications from all quatified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations, together with a curriculum vitae and the names of 3 referees, should be received no tater than November 15, 1991 by. Dr. Dennis R. Mock, Vice President, Academic, Ryerson Polytechnical Institute, 350 Victoria Street, Toronto, Ontario M5B 2K3. Applications may also be faxed in confidence to (416) 979-5292. The search process will continue until an individual is selected.



eda, K7L 3N6. The closing date for pieted epplications is October 15.

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UNIVERSITY OF SASKATCHEWAN

favites applications and nominations for the position of

UNIVERSITY LIBRARIAN AND DIRECTOR OF LIBRARIES

Applications and nominations are invited for the position of University Librar-lan end Director of Librories with the appolationant to be effective no fater than July 1, 1992. The fallal terms is or the years and my be renewally mutual greement. The University of Saskatchewan is committed to the prin-ciples of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, disabled people, visible minorities

and women.

The Director of Libraries is responsible to the Vice-President (Acedemic) for the leadership and administration of a major research Library. Dutes include the management and development of collections, the provision of library services; the manegement of plibrary budgets and allocation of resources; the conclinued development of library automated systems and other computer the conclination systems; the direction and development of staff; the planning of uture fibrary exvices; the thereafs practicipation in regional, nationel, and international co-operative ellorts.

International cooperative ellorts.

The successitul candidate must have a professional qualification in librarianship; a thorough familiarity with the operation of a modern acedemic research library sirron [eadership and amanagement skills of a senior administrative level and in a collegate environment; and a demonstrated ability to represent the Librariae persussively within the University and external theorem of the plant of the profession of the control of the profession of the control of the plant of th

ship Salery will be commensurete with qualifications and experience. The University of Sastatchews Libraries are a member of the Association of Research Libraries and consist of the Main Library and seven Bread Libraries with o lolal fulf-lilme equivalent staff of 177 senting over 20,000 laculty, students and community users. Collections consist of 4.2 million (rifems with 1.5 printed volumes, sovies include an integreted library information system (Georgias well as a vertety of additional networked electronic information services (inforecess).

The deadline date for the receipt of nominations and applications with com-plete résumés is November 30, 1991. Please address fiese to: Dr. Patrick J. Browns, Vice President (Academic), Room E 216 Administration Building, University of Saskatchewan, SASKATDDN, Sesketchewan, S7N OWO.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SENIOR LECTURER LECTURER IN SOCIOLOGY

Applications are invited from persons with a speciality in the teaching of research methods (quantitative/qualitative). Preference will be given to candidates who can also contribute to courses in other substantive areas in the discipline. In both teaching and research, the Department actively pursues a range of sociological analysis, with interests in development sociology. New Zealand society, class, work, gender, ethnicity, politics, crime, culture and ideology. This appointment will commence in January 1992.

Applicants must have a background in sociology, preference will be given to candidates with a PhD degree. The teaching programme of the Department includes courses taught on campus and by correspondence. Applications from candidates committed to biculturalism are welcome.

Enquiries of an academic nature may be addressed to Professor Gregor McLennan, by letter or telephone (64) 6 350-5114.

Closing date: 30 September 1991.

LECTURER/SENIOR LECTURER IN HUMAN DEVELOPMENT

(Equivalent to North American Tenure-Track

Assistant/Associate Professor) Applications are invited for a position in Human Development, at the Department of Education, Massey University.

University.

Human Development is a majorarea in the Department with large enrolments. Courses are offered at all levels of degree (Bachelor, Masterate and PhD) and diplomas. Applicants would preferably possess a PhD (or be close to completion). The appointee will have responsibilities in teaching research and administration.

Enquiries of an academic nature may be made to Associate Professor Brian Shaw, extension 7577 or fax (64) 6 350-5635.

Closing date: 15 October 1991.

Further details of the above positions together with Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section, to whom applications, including a full curriculum witae, and the names, addresses and fax numbers of three referees should be sent before the closing dates specified.

Palmerston North • New Zealand Telephone (64) 6 356-9099

We are an Equal Opportunity Employer.

MASSEY



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1991. In accordence with Canadian Immigration recultements and the University of Victoria's hiring policy, prochy will make the process of the process of the process of the Control of the Chiversity of Victoria Invites Appointment. The Department of History of the University of Victoria Invites ment in Canadian History at the rank of assistant protessor. The candidate should have demonstrated research and teaching expends in the history of women control of the Chiversity of the Control of the Chiversity of the gender or family. The successful eppli-cent will teech e course in Cenadien women's history, the Cenadian survey

immigration requirements sity of Victoria's hiring pobe given to Canadian citiz near residents of Canada.

INTERNATIONAL AFFAIRS

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JAPANESE

YDRK UNIVERSITY. Faculty of Arts. Department of Lenguages, Literatures

ST. THOMAS UNIVERSITY

Invites nominations and applications for appointment to:

VICE-PRESIDENT (ACADEMIC)

St. Thomas University is a touryear liberial Arts institution federated with the University of New Bunnwick, with when it shere those; and some physical federations in the University is self-powering and grants its own deprese in Arts, Education, and Social Work, and certificates in Criminology and Social Work. It has an enrollment of 1500 full-time and 200 part lime saudoon part lime saudoon.

The Vice-President (Academic) is responsible to the President for the development of the academic policies of the University, and in consultation with the Department Cheirs, for the general administration of the academic programs.

Applicants should have an established reputation as a scholar, teacher and researcher, and demonstrated experience in university administration

Term: Five-year ranewable. Effective date: July 1, 1992.

Nominations and/or applications, the latter accompanied by a datatled cur-riculum vifae and the names and addresses of three refereas, should be sub-mitted prior to October 15 to:



Search Committee
Vice-Presidani (Academic)
"c/o Dr. Danfel D'Brien
P.O. Box 4569
Fredericton, N.B.
E3B 5G3

In accordance with Canadian Immigration requirements this adventsement is directed to Canadian cifizens and permanent residents.

omas University is committed to amployment equity for women, na-rsons, members of visible minority groups, and persons with disa-

end Linguistics. One lenure track posi-lion in Japanese language, commencing July 1, 1992; subject lo budgelary approval. Henk al other fee level of a proval. Henk al other fee level of the proval of the level Stream or Assistent Lecturer within the Attendes Stream or Assistent Lecturer within the acquisition; Attendes Stream: MA. In explicit of the level of the level of the acquisition; Attendes Stream: MA. In explicit in the level of the level of the have had experience teaching Japanese as a foreign fenguage et all levels using et have had experience teaching Japanese as foreign fenguage et all levels using et proficiency levels: developing teaching materials; (for Professional Stream Con-resserch. A through knowledge of Japan and Japanese curiure is a prefequisite sea regists. Applicant school softwin is cur-ficulum vilage and errange to heve three letters of reference sen by October 4, quages, Uterstures and Linguistics, York University, Yook Neels Street, North York, Onterio MSJ 193. York University is beginnerating a policy of employment Implementing a policy of employment equily, including affirmative action to women faculty. In accordence with Cana-dian fimmigration requirements, this edventisement is directed to Canadian citi-zens end permanent residents.

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LINGUISTICS

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MCGILL UNIVERSITY Oppartment of Linguistice invites epitications for a lenure leach position in current generative phonology, effective September 1992. The lenure leach position in current language and provided in the language of the languag

BROCK UNIVERSITY. Department of Menagement and Markeling. Applications are briefly of longue in the St. Doction and St. Doctio

sous l'autorité du vice-recteur à l'enseignement et à la recherche.
L'Université Laurentienne est un établissement billique. Trois universités fédérées (Huntington, Sudbury, Thornetee), trois coiléges affilisés (Ajoma à Sauti-Ste Maire, Hearst, et Nijossing à Northe son le programme de l'Université canadienne en Frence s'y jolgnent pour tomer un réseau universitaire qui assure des services à près de 10 000 étudients à plein temps et à temps partiel. Un effectif qui sugmente progressivement, de nouveaux centres de recherche, des programmes français étargis, des initiatives en matière d'éducation des Amétin-diens, l'expansion de la formation à distance et une campen de dé-veloppement couronnée de succès sont tous des indices du rôle central que jour Université Laurentienne dans l'évolution économique sociale et culturelle de Sudbury et du nord-est de fOntario.

sociale et culturelle de Sudbury et du nord-est de l'Ontario.

La faculté des Solences sociales comprend les départements suivants.

Droit et d'usitice, Economie, Géogrephie, Histoire, Science politique, Psychologie et Socialogie et Anthropologie. Le Faculté d'îre un certain nombre de programmes et de certificets de premier cycle, et des programmes au niveau supérieur en Histoire et en Études sur l'enfant et le développement. De plus, la faculté des Sciences sociales est circlement associale à plusieurs centres de recherche de l'Université. Le Centre de recherches en développement humain, l'institut nond-turelle de l'entre de la faculté des Sciences sociales.

Les personnes Intéressées dolvent posséder un sollide dossier d'en-solgnement et de récherche, avoir démontré des capacilés adminis-fraitives et maitriser le françois et l'englais. Les candidatures seront l'atlières de laçon contient lette. Prière de les faire parvenir avant le 15 novembre 1991, avec un curroutum vita et trols références.

Dr Peul Ceppon

Vice-recieur

à l'enseignement et à le rechercha

Université Laurentienne
Sudbury (Onfario) P3E 206

L'UNIVERSITÉ LAURENTIENNE SOUSCRIT AU PRINCIPE 0 L'É.

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VAIL SANS FUMÉE.

Laurentian Université University Laurentienne DOYEN NE DE LA FACULTÉ DES SCIENCES SOCIALES

L'Université Laurentienne soilicite des candidatures et des mises en candidatures au post de doyen ne de la faculté des Sciences sociales. Cette personne entrère en function le 1 re juillet 1992 pour un mandat de chin ains. Ce poste se situe au niveau supérieur de l'enseignement sous l'autorité du vice recteur à l'enseignement et à la recherche.



SHASTRI INDO-CANADIAN INSTITUTE Room 1402 Education Tower 2500 University Drive N.W. Calgary, Alberta T2N 1N4

APPLICATIONS FOR RESIDENT DIRECTORSHIP

The Shasin Indo Canadian institute is seeking applications for the pr sition of Resident Director (New Oeth), Indie) from well establishe Canadian academics who will be on sabbatical leave in 1992-1993.

The Institute is a consortum of liventy one Canadien universities, and the National Library of Caneda, and offiers a wrietly of programmes such as the fellowish programme for Canadien for the Canadien and stock as the fellowish programme of providing books from the fluid as cholars and situed to the control of the contr

India.

The complexity of the Institute's activities requires that the Resident Officetor be an established scholar with a research project in the so-clal sciences or humanities focusing on India or on a Canada-India comparative topic. She is the representative of the Institute's Board of Olisetors, and as such provides the lieison with senior officials in the Government of India and the Indian academic community. The Resident Officetor has overall responsibility for the Institute's existing operations in India, and is also expected to demonstrate Intitative in developing new programmes and in providing leadership.

The criteria to be used in the selection of the Resident Oirector are scholarship, edministretive and representational abilities, familiarily with the institute and its programmes, and experience in India — with equal weight being given to each. Other things being equal, preference will be given to abplicants from member universities.

Scholars who are Canedian citizens or landed immigrants interested in being considered for the above position should apply in writing, in-ideating their appropriateness for the position. An updated CV and research proposal should be included and be received not later than October 15, 1991.

The appointment will be made for a minimum period of one year com-mencing July 1st, 1992.

Research application forms may be obtained from the institute

B.R.H. Monks Registrar

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KOMASTER UNIVERSITY: Research
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MATHEMATICS

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od to Canadian citzens and permanent residents.

UNIVERSITY OF WATERLOD. The Faculty of Mathemetics, University of Waterloo, invites applications from quisition and the second s

MEDICAL LABORATORY SCIENCE

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MEDICINE

UNIVERSITY OF ALBERTA: The Astra Cheir in Astrima Research. The Astra Chair in Asthma Research has been endowed at the University of Aberta in Edmonton with funds provided by the Alberta Lung Association (Asthma Centre campaign). Applications are now invited for this position with the intention that the

administration, leadersing and ministration, should be self lid. Dr. John H. Dirks, Dean, Fac uty of Medicane, room 2109 Medical Sciences Building, University of Toronto Toronto, Ont. MSS 1.88. Applicant sheuld enclose a current curriculum vital and the names of three referees. Appl

University of Regina

THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF EDUCATION

POSITION OF DEAN OF THE FACULTY OF EDUCATION

The University of Regins is a vibrant centre of learning located in Saskatchevan's capital city, Regina, which supports an active lites the state of the s



Wilfrid Laurier University

UNIVERSITY LIBRARIAN

Wilfrid Laurier University is seeking a University Librarian to commence duties on December 1, 1991 or as soon thereafter as possible. The appointment is for a five-year term, renewable

The University Library provides support for some 5,600 full-time students and 4,000 part-time students and 300 full-time faculty members in five Faculties — Arts and Science, Business and Economics, Music, Social Work and Graduate Studies — and the Waterloo Lutheran Seminary. The Library holds 1.3 million items and has 53 staff members, 10 of whom are full-time professional librarians who are members of a bargaining unit subject to a collective agreement,

The University Librarian is responsible for managing and developing the library collection, ensuring commitment to the principles of library service, directing the library staff, managing the library budget and the University archives, and providing leadership in all matters relating to the administration of the library. The University Librarian reports to the Vice-President: Academic, works closely with academic departments and is a member of the Senate and some of its standing committees.

Candidates should have at least a Master of Library Science degree, or equivalent, from an accredited library school. Preference will be given to candidates with professional librarian and administrative experience in an academic library. Candidates should have demonstrated leadership and communication skills, understanding of the major issues facing university libraries, commitment to user-oriented services, familiarity with trends in automated systems, and the capacity to work effectively with members of the University community and external constituencies.

Please send applications and nominations, together with a curriculum vitae and the names of three references, by September 30, 1991, to:

> Dr. Donald N. Baker, Vice-President: Academic Wilfrid Laurier University, Waterloo, Ontario N2L 3C5

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University welcomes applications from all qualified woman and men.



Toronto, Canada

Dean, Faculty of Environmental Studies

Applications and nominations are invited far the position of Dean of the Faculty of Environmental Studies

Established in 1968, the Faculty of Environmental Studies has become one of Established in 1968, the Faculty of Environmental Studies has become one of North America's leading centres of interdisciplinary research, teaching, and communication in a broad range of environmental areas. The Faculty adopts a broad definition of environment, encompassing organizational and social environments, as well as built and natural environments. The Faculty offers two graduate programs: a well-established Master's (MES) program and a new Doctoral (PhD) program in Environmental Studies. A Bachelor of Environmental Studies at the undergraduate level is being offered this fall. Joint programs, such as the MES/I LB (with the Faculty of Law) and the BES/BEd (with the Faculty of Education), are also available. The Faculty of Environmental Studies has an enrolment of approximately 375 MES students, and in new programs space for 250 BES and 25 PhD students. Teaching faculty number 27 full-time members.

Candidates for Dean of the Faculty should have appropriate academic qualifica-Candidates for Dean of the Faculty should have appropriate academic qualifica-tions, academic leadership and management qualifies, a demonstrated understanding of multidisciplinary approaches to environmental research and education, the ability to represent the Faculty of Environmental Studies within the University and promote col-laboration with other academic units, as well as represent the Faculty to its external constituencies. A commitment to develop academic support for students, faculty and staff is required, especially for those who are women, native peoples, visible minorities, and/or disabled. and/or disabled.

The appointment is for a term of five years, beginning July 1, 1992.

Applications and nominations should be submitted by October 21, 1991 to:

Search Committee for the Dean of Environmental Studies. S949 Ross Building. York University North York (Toronto), Ontario, Canada M3J tP3

York University is implementing a policy of employment equity, including affirma-tive action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian criteens and permanent residents.

accordance with Canedian Immigration requirements, priority will be given in Canedien citizens and permenent residents. Applications with curriculum vites and the names of three references should be directed to: 0°. S.S. Smith, Chairman Department of Family Modicine, Roye University Hospitel, Saskatoon Saskatchewan, S7N 0X0 by October 31

MICROBIOLOGY

research programs in the department will existent programs in the department will exist together will extrict the program of the curriculum vitae, names of three references and a sitement of research interests should be sent to: Louis F. Oualiters. Acting Head, Department of Microbiology, Health Science of the Conference of the Confer Sex account su, 1991. The University Seskatchewan is committed to the prin-les of employment equity. In accor-nce with Canedien Immigration require-nts, priority will be given to Cenadian tens and permanent residents. conts, privary will be given to Considera there any appendent residents. INVERSITY OF GUELPH, Oppartment if McGNOIDIO y Resaurch Associals, INVERSITY OF GUELPH, Person to the control of the control of

UNIVERSITY OF GUELPH: Postdoctor-atriesearch Associate, Moleculer Bfof-opy and Genetics. Position available for en individual with a Ph.O. and axpertise in analysis of transcriptional expression to work on differentiation of miscale and

ence in motecular biology, cell wall bio-chemisty, or sincuture function relation-ships of bacterial surface b preferable, Salary, 326,000 - 326,000 errorman, an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore painting encourage applica-tion of the staff of the staff of the staff persons with disabilities, members of visi-ble minorities and woman. In accordance with Canadian Immigration requirements, the edvert Sement its direction of Canadian the edvert Sement its direction of Canadian cleans of the control of the staff of the clean staff of the staff of the staff of the clean staff of the staff of the staff of the clean staff of the staff of the staff of the clean staff of the staff of the staff of the clean staff of the staff of the staff of the clean staff of the staff of the staff of the clean staff of the sta MOLECULAR BIOLOGY

UNIVERSITY OF ALBERTA: Research Associate position available for investigating the molecular biology in relation to fat metabolism. The applicant will be expected to have expected on investigations in the biological techniques, including RNA and DNA isolation and analysis, COMA preparation, PCR emplification, plesmid isolaton, sequencing, cloring, various isotopic

MOLECULAR BIOLOGY & GENETICS

MUSIC

HEAD

Department of Metals and Materials Engineering The University of British Columbia Vancouver, Canada

Applications are invited for the position of Head in the Department of Metals and Materiels Engineering of the University of British Columbia. Candidates must be qualified for an appointment of the rank of Professor and must here demonstrated research excellence in a discipline within the field of metals and materiels engineering. Competency in teaching and administration are required as is eligibility for registration as a Professional Engineer in the Province of British Columbia.

Columbia.

The Department of Metals and Materials Engineering one of six enclineering departments in the Feculty of Applied Science, currently has 17 faculty positions including 3 research chairs funded by industry and operatment. The Cepartment offers undergraduate degrees with operatment in the Cepartment offers undergraduate degrees with operatment in the Cepartment of the undergraduate and graduate enrolments are 50 and 45, respectively. The research interests of the Department members on compass the broad fields of Metals end Materials Processing and Characterization and include, in particular confluence assisting, ceramics, composing, elector-religing, hydrometalizing, mathematical modelling, microstructural engineering, phase transformations, composing endors and the processes, seem conductivate metallurgy, prometellurgy, menting processes, seem conductivate metallurgy, prometellurgy, emetiling processes, seem conductivate metallurgy, prometellurgy, emetiling of steel. A new Advanced Materials and Process Engineering ing of steel. A new Advanced Materials and Process Engineering ing of steel. A new Advanced Materials and Process Engineering ing of steel. A new Advanced Materials and Process Engineering ing areas: environment issues relied to materials processing, materials recycling; allowed materials; knowledge based processing and design.

UBC encourages qualified women and minority applicants. In accor-dance with Carnadian immigration requirements, this advertisement is diffected to Canadian cilizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and four names of refer-ences, should be submitted by October 1, 1991 to:



Dean Axel Melsen, Chair President's Advisory Committee (freed, Metals and Meterlets Engineering) Dean's Office, Faculty of Apriled Science The University of British Columble Vencouver, Bc. V 5T 124, Caneda Tel. (604) 822-8412 Fax: (604) 822-7006

and all perments subject to budgetery approval.

McCILL UNIVERSITY. Operations of approval appointment of the perments of the



Religious Studies
The Faculty of 9 Religious Studies,
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Royal Conservatory of Music

The Royal Conservatory of Music invites applications and nominations for the position

Dean

Reporting to the President, the Dean plays a central role in the complex task of administering Canada's oldest and largest school of music, with 400 faculty, 100 full-time students, 10,000 part-time students and over 250 annual public concert performances. The appointment, to be effective January 1, 1992 or as soon as possible thereafter, may be for a term of three to five years, renewable. Candidates should have:

- a Master's degree or its equivalent and evidence of professional performing experience;
- experience in the administration of complex operations;
- teaching experience at the professional level;
- a capacity to articulate the role of the Royal Conservatory in the artistic life of Canada;
- knowledge of and contacts in the national and international music community;
- a commitment to participate in the Conservatory's functions, including numerous evening and weekend concerts by students and faculty;



In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Nominations and applications should be submitted by September 30, 1991 to the Office of the President, Selection Committee for The Dean, Royal Conservatory of Music, 273 Bloor 5t. West, Toronto, Ontario M5S 1W2

Dean, Faculty of Arts

Applications and nominations are invited for the position of Dean of the Faculty of Arts. The appointment will be effective July 1, 1992 for a term of 5 years.

Ryerson Polytechnical Institute is an undergraduate institution with a central focus on teaching and an expanding emphasis on research. As a member of the Council of Ontario Universities, Ryerson offers careeroriented programs which balance professional and liberal studies.

member of the Council of Ontario Universities, Ryerson offers careeroriented programs which balance professional and liberal studies.

The Faculty of Arts consists of nine academic departments (Economics,
English, French, Ceography, History, Philosophy and Music, Politics,
Psychology and Sociology) with over 100 full-time faculty. It offers courses
to all Ryerson programs, a diploma in Arts and degrees in Applied
Geography and Public Administration.

The Faculty seeks a Dean who can provide leadership for curricular
and faculty development, sound management of resources, and effective
liaison with other Faculties and with the external academic community.
Ideally, this position will appeal to a candidate who can demonstrate a
significant grasp of the nature and value of both the Humanities and Social
Science perspectives.

The successful candidate must have strong academic qualifications,
proven administrative ability, a demonstrated capacity for scholarly
performance and academic innovation, and a commitment to a consultative
management style. The Dean will be expected to have a principled
understanding of, and commitment to, polytechnic university education, the
integrity of teaching, and the development and support of research. The
Dean will hold an academic appointment. Salary will be commensurate with
qualifications and experience.

Ryerson Polytechnical Institute is committed to the principles of

qualifications and experience.

Ryerson Polytechnical Institute is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations, together with a curriculum vitae and the names of 3 referees, should be received no later than November 15, 1991 by: Dr. Dennis R. Mock, Vice President, Academic, Ryerson Polytechnical Institute, 350 Victoria Street, Toronto, Ontario M5B 2K3. Applications may also be faxed in confidence to (416) 679-5292. The search process will continue until an individual is selected. continue until an individual is selected.

AN EMPLOYMENT EQUITY EMPLOYER



DEAN OF GRADUATE STUDIES

The University of Victoria invites applications and nominations for the position of Dean of the Faculty of Graduate Studies. The appointment is for a five-year term effective July 1, 1992.

The University of Victoria has Faculties of Graduate Studies, Arts and Science, Education, Engineering, Fine Arts, Human and Social Development, and Law. Thirty Departments and Schools offer Master's programs, eighteen offer Ph.D. programs. The University plans to develop its graduate programs substantially over the next decade. The Dean of Graduate Studies will be expected to provide leadership in this continuing development.

In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Familiarity with Canadian graduate education is desirable. The University of Victoria is committed to an employment equity program and to increasing the involvement of women in the governance of the University. Nominations of and applications from women candidates are particularly encouraged.

Applications and nominations are to be sent by November 1, 1991, to:

Chair, Search Committee for Dean of Graduate Studies Chair, Search Committee for Dean of Graduate Stu-clo Office of Vice-President Academic and Provost University of Victoria PO Box 1700 Victoria, BC V8W 2Y2

Applications should be accompanied by a full curriculum vitae and the names and addresses of three referees who can comment on the applicant's capacity to discharge the duties of the position.

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The School of Music of Acadia

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ORTHOPAEDICS

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Mechanical Engineering

Mechanical Engineering
Applications are invited to a tenue track position in Mechanical Engineering
at Memorial University of Newtoundend: the Engineering Faculty has wellestablished co-operative underpressione are the Engineering Faculty has wellestablished co-operative underpressione and ocean problem to the major deciplines. Research with relevance to offshore and ocean problems are actively encouraged. We are particularly insteased in applicants in the area of themsel
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DIRECTOR
SUSTAINABLE DEVELOPMENT RESEARCH INSTITUTE
UNIVERSITY OF BRIISH COLUMBIA
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and commenced are deliced to experience. The appointment is solvice to studgets are researched.

L'Université Concordia est à la recherche d'un

doyen ou d'une doyenne de la Faculté de commerce et d'administration

dont le mandat de cinq ans, renouvelable, prendra etfet le 1ei janvier 1992.

Le doyen ou la doyenne est à la tête d'une faculté de commerce et d'administration dynamique qui comprend quelque 6 000 étudiants et étudiantes inscrits à des programmes de B.Admin., B.Comm., diplômes de 2º cycle en administration institutionnelle, en administration des sports et en comptabilité, M.Sc. Administration, MBA, MBA pour gens d'affaires et Ph.D. Les programmes de 1er, 2º et 3º cycles sont de nature interdisciplinaire et relèvent de cinq départements. La recherche se fait dans le cadre des départements et des centres.

La personne idéale s'est acquis une solide réputation et une crédibilité dans le milieu de l'enseignement au pays et à l'étranger. Ses fonctions l'amenant à transiger avec la communauté interne et les milieux externes, elle possède d'excellentes aptitudes à la communication. Elle a également fait la preuve de ses capacités d'administration et de gestion, de ses aptitudes à mener des projets à terme et de ses capacités à communiquer en anglais et en français; en outre, elle possède d'excellentes capacités de négociation et une facilité à collaborer à divers niveaux

Les fonctions supposent une vision à long terme, de l'audace, de l'assurance, le sens de l'interdisciplinarité et de la multidisciplinarité des programmes, un sens aigu des interrelations qui existent entre les différentes disciplines ainsi que la capacité de faire converger des opinions différentes.

Le doyen ou la doyenne des études supérieures fait partie des cinq doyens ou doyennes qui relèvent de la vice-rectrice à l'enseignement et à la recherche. La personne choisie sera en mesure de faire équipe avec des cadres de haut niveau de l'Université, notamment ses propres collègues ainsi que l'administration supérieure qui constitue le rectorat. Elle sera appelée à échanger divers renseignements et à prendre part aux décisions majeures en matière de politiques.

L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Prière d'envoyer, au plus tard <u>le 30 septembre 1991 à 17 h.</u> les lettres de demande et les mises en candidature ainsi que les curriculum vitae et le nom de trois personnes répondantes à: Mme Rose Sheinin, vice-rectrice à l'enseignement et à la recherche, AD-231, Université Concordia, 7141, rue Sherbrooke ouest, Montréal (Québec) H4B 1R6

Contormément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.



WINDSOR

DIRECTOR - SCHOOL OF DRAMATIC ART

DIRECTOR — SCHOOL OF DRAMATIC ART
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and provides intensive training for those who wish to be teachers of Dia
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especially encouraged to apply.

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The Rockefeller Foundation

African Dissertation Internship Awards

Doctoral students from sub-Saharan Africa are invited to apply to The Rockefeller Foundation for dissertation research support. The program enables Ph.D. students enrolled in U.S. and Canadian universities to return to Africa for extensive field research in areas relevant to economic development or poverty alleviation. Priority is given to research topics in the fields of agriculture, health, and life sciences; but other proposals are welcome.

Applicants are responsible for arranging affiliation with an African institution able to provide needed research support, such as laboratory facilities, access to study sites, and technical advice. The candidate's faculty advisor, the host institution in Africa, and the agency with primary responsibility for financing the student's graduate work must all send letters of endorsement.

Deadlines for applications are October 1, 1991 and March 1, 1992. Candidates should apply well in advance of the expected field work starting date.

For a full description of the competition and the application requirements, write to:

African Dissertation Internship Awards
The Rockefeller Foundation
1133 Avenue of the Americas
New York, NY 10036

background in grant applications and pub-callions would be expected, as well as afrong ascentive firstpers and stills, afrong ascentive firstpers and stills, afrong ascentive firstpers and stills, with industry, pericularly with respect to the development and evaluation of the surgical objects, and as the still as pericularly as a surgical objects, and as a surgical experiment, and have the acidomic credimina. In a Faculty of Medicine as engineering, and they surgical experiment of comparations, and the faculty of Applied Science. This tenuer stack position will be will be commensistate with experimens and gualifications. In accordance will be commensisted with experimens and permanent residents. UBC credit in the surgical and as a surgical variation of the surgical as a surgical variation of the surgical as a surgical variation of the surgical as a surgical variation of the variation of the surgical variation of the variation of the surgical variation of the variation of the surgical variation of the surgical variation of the variation of the surgical variation of the surgical variation of the variation of the variation of the surgical variation of the variat

PACIFIC & ASIAN STUDIES

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Teaching October 18 (1987)

Interdisciplinary toous on the Papilic and
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The University of Manitoba

Faculty of Architecture HEAD - DEPARTMENT OF ARCHITECTURE

HEAD — DEPARTMENT OF ARCHITECTURE
The University of Manitobe invites applications for the position
of Head of the Department of Architecture, effective July 1, 1992.
This is a tenure track position, at the rank of Associate Professor/Professor. Candidates must have demonstrated leadership and administrative ability, possess a graduale degree in Architecture or a related field, and have scholarly research, leaching and professional accomplishments. Salary and rank will be commensurate with experience and qualifications.

Surare with experience and quantizations.
The Faculty of Architecture consists of the three graduate departments: Architecture, City Planning and Landscape Architecture, and two undergraduate departments of Environmental Studies and Interior Design. The total enrolment is approximately 600 students, with 100 students registered in Architecture. The Department of Architecture offers a balenced program focussing on scholarly pursuits and professional practice.

The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke trenvironment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residence.

The University of Manitoba is the oldest university in Western Canada. Established in 1877, it offers a full range of academic, professional and graduate programs.

Applications, with names of three referees should be forwarded to: DEAM MICHAEL COX, CHAIR, DEPARTMENT OF ARCHITECTURE HEADSHIP SEARCH ADVISORY COMMITTEE, ROOM 201
JOHN A. RUSSELL BUILDING, FACULTY OF ARCHITECTURE, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R37 2N2; (20) 478-6434; FAX — (204) 275-7198. Applications will be received until OCTOBER 15, 1991 or until the position is Illied.

PATHOLOGY

PATHOLOGY

McMASTER UNIVERSITY: Applications ore invited for an Assistant Professor in the Department of Politicity, at McMaster in the Compartment of Politicity, and McMaster in the State of the Compartment of Politicity, and McMaster in the State of the McMaster in t

PEDIATRICS
THE UNIVERSITY DE BRITISH
CDLUMBIA. Teaching Fellow - the
Copartment of Pediatrics. University of
British Columbia, is haviling applications
for a Teaching Fellow commercing July
1, 1992. Duties include one in each register of
responsibilities. In accordance with
Canadian transgration requirements, pridry is given to Canadian citizens and
permanent resident Coumbia encourages
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Please send curriculum vites to Dr. Jean
Hady, Deportment of Pediatrics, B.C.
Childran's Br. Vett 304. Oct. Street.
Vancouver, Br. Vett 304.

PHARMACOLOGY

PHARMACOLOGY
UNIVERSITY D'E ALBERTA, Department of Pharmacology. Applications, and the pharmacology. Applications are provided in the Department of Pharmacology at the University of Abbrata. The success of the Pharmacology at the University of Abbrata. The success of the Pharmacology at the University of Abbrata. The success of the Pharmacology at the University of Abbrata. The success of the Pharmacology and the Pharmacology. The Pharmacology and the Pharmacology, 9-70 Medical Sciences Building, University of Aberda, Edminion.

PHILOSOPHY

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PHYSICAL ACTIVITY

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PHYSICAL & OCCUPATIONAL THERAPY

OCCUPATIONAL THERAPY

McGLL UNIVERSITY. Applications are invited for 4 tenue track appointments in the School of Physical 8. Occupationet the invited for 4 tenue track appointments in the School at Physical 8. Occupationet Therapy. With a view toward so sanding brogarms, the School Is acroely recruiting dendering the state of the same products, generated in a distribution of the same products, generated in a distribution of the same products of t

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PHYSICS

UNIVERSITY OF ALBERTA. The Canadian Metwork for Space Research Intel Department of the Paper Research Paper Re

DIRECTOR - REHAVIOURAL RESEARCH PROGRAMME

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University of Regina

THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF PHYSICAL ACTIVITY STUDIES

OF PHYSICAL ACTIVITY STUDIES

The University of Regina is a vibrant centre of learning located in Saskatchewan's capital city, Regina, which supports an active illestyle with easy access to major cultural and recreational resources. The Dean of Physical Activity Studies will provide high quality education to approximately twelve thousand students.

The Dean of Physical Activity Studies will provide effective academic leadership and sound administration to a Facutive with 28 proximately 150 undergreduate student majors and the countricular and service needs of many more. The undergraduate degree program contains lour important areas of concentration: adapted physical activity, recreation administration, sport administration end tilmessifiliestyle programs. It is capped by an important internship element. Co-curriculer programs include the activities of the Dr. Peul Schwann Fitness Centre, six highly competitive intervarily ethetic sports, and various intramural and community based sports programs. The Faculty's portollo of sponsored research activity has recently been expanding significant.

somminy deased research activity has recently been expanding signilisponsored research activity has recently been expanding signiliThe Dean will provide strong representation for the Faculty within the University end in the community at lerge. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a relevant physical activities discipline, and an understanding of the integral relationship between undergraduale education, research and co-curridual programs. The Dean is expected to be able and willing to work collaboratively with other Feculties on campus, with members of relevant professional associations and with the Cenedian InterUniversity Athietic Union.

The appointment will commence on July 1, 1992, and will normally be for an Initial term of I live years. The University of Regina is thoroughly committed to employment equity. We welcome applications from all, especially abortiginal peoples, people with disabilities, visible minorities, and women. In accordance with Canedian Inmitration requirements, this edvertisement is directed at the first instance to Canadian citizens and permanent residents of Canada. Send applications of normations, including a complete curricular vices of a new order to the continuous of th



DEAN OF THE FACULTY OF SOCIAL SCIENCES

purentian University seeks application and nomination for the position of an of the Faculty of Social Sciences to take office July 1, 1992 for a five ar ferm. The Dean is a senior ecademic appointment reporting to the Vice-estident, Academic,

President, Adademic.

Laurentian is a bifingual institution and the academic operation includes three Federated Universities (Huntington, Sudbury, Thornetoe), three stitulated colleges (Algoma — Sauti Sie, Marie, Hearst, Ripissing — North Bary) and Full returning the Colleges (Algoma — Sauti Sie, Marie, Hearst, Ripissing — North Bary) and Ludward Laurentian (Laurentian Laurentian), and part-time students. A steady increase in entotiment, new research centres, oxpanied Franch programmer, intitiatives in Native education, grawth of distance education and a successful development campalign are all indicators of the central role of Laurentian University in the economic, social and cultural development of Sudbury and northeastorn Dinatol.

tural development of Sudbury and northeastern Dntarlo.

The Faculty of Social Sciences is composed of the following departments: Economics, Geography, History, Law and Justice, Political Science, Psychology, and Sociology and Anthroptorogy. The faculty ofters a number of undergraduate programs and certificates and ofters graduate programs in History and in Child and Development Studies. In addition, the Faculty of Social Sciences to heavily involved in several of the University's research contrest the Centre for Research and furmen Cevelopment, the Institute of Northern Dinatro Research and Gevelopment, and the Institut Franco Ontarten. The Investity is crivered by India and In

Candidates should have a strong acedemic background in teaching and research, proven administrative ability, and command of French and English Written application or noministing, accompanied by a resume and quelilita-tions, and names of three relerees should be submitted by November 15, 1991 in confidence to:

Dr. Paul Cappon Vice-President, Academic Laurentian University Sudbury, Datario P3E 2C6

LAURENTIAN UNIVERSITY HAS AN EMPLOYMENT EDUITY POLICY, APPLI-CATIONS ARE ENCOURAGE OF FROM, ABORIGINAL PEOPLE, PERSONS WITH DISABILITIES AND ARCIAL MINDRITES, APPLICATIONS FROM OUALINEO WOMEN ARE PARTICULARLY WELCOME. LAURENTIAN UNIVERSITY IS A SMOKE FREE ENVIRONMENT.

Deen, Feculty of Engineering and Applied Scie John's, Newfoundiend, Canada, A18 3X5.



DIRECTOR MOLECULAR DIAGNOSTICS LABORATORY

The Department of Pathology, Kingston General Hospital, and Oueen's University, Invites applications from condidates with a Ph.D. and/or M.D. degree with experience in DNA diegnosis. The locus of this appointment will be the join direction of a regional DNA laboratory with four technologists, established in 1986 and providing a variety of diagnostic services with e current concentraction on X chromosomel disorders including hemophilia and the tragilic X syndrome. You will be a member of a closely kint, exceptionally productive regionel genetics group. Participation in undergraduste and graduate teaching will be expected and the establishment of an Independent research program will be encouraged and Isalitated. The successful candidate must be eligible for certification in Molecular Genetics by the Genedian College of Medical Geneticists. Salary end accedem trank will be commensurate with quellitations and experience.

In eccordance with Canadian Immigration requirements this edvertisement is directed to Canadian citizens and permanent residents of Canada. Kingston General Hospital/Ouen's University have an Employment Equity Program and encourege applications from all qualified applicants including women, aboriginal people, persons with disabilities and visible minorities.

Please submit a curriculum vitae and the names of three reterees by October 31, 1991 to: Dr. Paul Menley, Acting Head, Depertment of Pethology, Queen's University, Kingston, Ontario, Canede, K7L 3N6; Telephone (813) 545-2850; FAX (613) 548-2513.

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PLANT SCIENCES

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Chair of Chair of Western
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ST. THOMAS UNIVERSITY

POPE JOHN XXIII CHAIR
SOF STUDIES IN CATHOLIC THEOLOGY
SI, Thomas University is a four-year libered Arts institution faderated with
the University of New Burnswick, with whom it shares library and some physical facilities. The University is self-governing and grants its own degrees
for Arts, Education, and Social Work, and certificates in Criminology and Social Joseph Joseph Social Joseph Social Joseph Joseph Joseph Joseph Joseph Jo

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SI. Thomas University is committed to employment equity for women, na-tive persons, members of visible minority groups and persons with disabili-ties. In accordance with Canadian Immigration requirements his advertisement is directed to Canadian citizens and permanent residents.

Chair in Catholic Theology chair in Catholic Theology co The President's Office P.O. Box 4569 Fredericton, N.B. E38 5G3

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Acadia University is an equal opportunity employer. Kindly selet in Position of Position o

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RECREATION & LEISURE STUDIES

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UNIVERSITY DF WATERLOD, Department of Recreation and Lesure Studies of a related find with a specialization into or more of managament or marketing of lesure Applicates also should have demonstrated achievement in research. Dulles and Lesure Studies of the Lesure Studies of L

DELICIOUS STUDIES

UNIVERSITY OF ST. JEROME'S CDL-LEGE, Department of Religious Studies. Applications are invited for a lenure track position in Religious studies at the reveal of Assistant Professor to commence on July 1, 1992. The successful candidate with have Ph.D. in Religious Studies or Theology (or equivalent) with persons of training in the areas of Systematic Phenomena. on July 1, 1992. The successful candial will have Ph.D. in Religious Studies on Theology (or equivalent) with special properties of the pr

ROBOTICS / INTELLIGENT MACHINES

THE MCGILL RESEARCH CENTRE FOR INTELLIGENT MACHINES has been consiliuted as an Interdisciplinary grouping of researchers in Computer Science, Electrical Engineering, Mechanical Engi-



Department of Preventive Medictne and Biostatistics Faculty of Medicine, University of Toronto ASSISTANT/ASSOCIATE PROFESSOR EPIDEMIOLOGY AND PUBLIC HEALTH

EPIDEMIDECT A...
THE POSITION:
We are recruiting a suitably qualified individual for a contracturally-limited term contract of a minimum of three years with the possibility of extending the contract for an additional two years. Near the end of the term every attempt will be made to convert the position to lenure-stream.

OUALIFICATIONS:

A medical degree with a licence to practice in Canada. Graduate training in public health and epidemiology with Community Medicine certification in the Royal College of Physicians and Surgeons of Canada. Familiarity with the organization and functions of public health practice in the Province of Ontario.

DUTIES:
The successful applicant will participate in the teaching programs of the department at the undergraduate, graduate, and post-graduate level with principal focus being the professional Master's program in Community Health and Epidemiology and the Royal College Program in Community Medicine, will develop, as a principal investigator, research in applied public health practice primarity through the three leaching health units associated with the department.

SALARY:

nsurate with qualifications and experience.

ENCUMIES:
Interested, qualified individuals are requested to send, in confidence, a letter of application including their current curriculum vitae and the names and addresses of three referees to:

Dr. Randall A. Coales, Chair
Department of Preventive Medicine and Biostatistics
Faculty of Medicine
University of Toronto
Toronto, Ontario, Canada MSS 1A8

In keeping with the University policy of employment equity, women and men are both encouraged to apply.

in accordance with the requirements of Canadian immigration, this notice is directed to Canadian citizens end permanent residents.



QUEEN'S NATIONAL SCHOLARS

(Faculty Appointments)

OUEEN'S UNIVERSITY AT KINGSTON invites applications from outstanding scholars for faculty appointments in the life, physical and social sciences, the humanities, business, education, engineering, law, medicine, nursing, rehabilitation therapy, and industrial relations, public administration and urban and regional planning. Preference will be given to scholars in the early- or mid-career stages. Under a special "Oueen's National Scholar" program these appointments will be either bridging the program of the progr ing appointments to regular tenure track positions or special shorter term appointments

appointments.

These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. Another objective is to provide an opportunity to improve the proportion of women on faculty. THE MAIN CRITERION OF INTEREST TO THE SELECTION COMMITTEE IS ACADEMIC EXCELLENCE REGARDLESS OF OTHER CONSIDERATIONS.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian clitzens and permanent residents. Oueen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible milroritles.

minorities.

Each application should include a curriculum vitae and a brief statement of current and prospective research interests (if not included in the vitae). Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from three referees sent directly to the address below. The deadline for the receipt of completed applications, including letters of reference, is October 18, 1991 for decision in December, 1991 or Januery 17, 1992 for decision in March, 1992. Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Ontario, K71, 3\text{N6}.

SABBATICAL SCHOLARSHIPS

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SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO, LONDON, CARADA: Deen of Science. Applications and normal control of the programme of the programme

EDUCATION: ACADEMIC APPOINTMENT Educational Psychology (Counselling)

Applications are invited for a tenure or tenure-track position in the Division of Educational Psychology (open rank). Ph.D. or equivalent is required. Candidates should have both scholarly publications and plans for future programmatic research. Applicants who have background in some well-defined area of conselling psychology or counsellor education and have the ability to relate to the programmatic progr

Salary will be commensurate with qualifications and experience. The appointment is subject to budget approval and will begin De-cember 1, 1991, or an alternate date may be erranged. The clos-ing date tor applications for this position is October 1, 1991.

Applications including a curriculum vitae and the names of three referees should be sent to:



Dr. B.B. Kymlicka Acting Dean Faculty of Education The University of Western Onterto 1137 Western Rood London, Ontario, Caneda NSG 1G7

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.



The University of Manitoba Continuing Education Division

TENURE-TRACK POSITIONS

TENURE-TRACK POSITIONS

Subject to budget approval, the Continuing Education Division of The University of Manifolds invites applications for TWO tenure-track positions. Applicants of primary interest to the Ovision will be in the areas of Continuing Amangament Education, and Continuing Professional Education, especially and applicants of the Continuing Professional Education of Continuing Professional Education of Continuing Professional Education of Continuing Professional Education of Continuing Professional Education (Education Continuing adult education. The Olivision Intends to hite persons with the best into (both degree and nondegree course delivery), or any other appeal of continuing adult education. The Olivision Intends to hite persons with the best objective to the Continuing adult education. The Olivision Intends to hite persons with the best by in education of the Continuing adult education. The Olivision Intends to hite persons with several by in education of the Continuing Continui

For the CONTINUING MANAGEMENT EDUCATION position, responsibilities will include the development of new program thrusts in the general search specialized areas of emangement studies, the development of a reasonable program in continuing andre adult education, teadership in developing part earships with outlens, sindustry, operament, professional assocializations, and community groups, and administrative service to the Oivision and the University. Since the successful application may also be expeniented the Detection of the Management Studies Area, she or he should have experience in all of the above and possess etrong teadership skils.

the acover and possess effong leadership skills.

For the CONTINUINO PROFESSIONAL EDUCATION position, responsibilities with include the development of new relationships and programming for professionals in the health-res field, as well as in science and technology. It will be necessary to form close working relationships with other Facult will be necessary to form close working relationships with other Facult professional organizations. The of Mantibos and with roat and national professional skills, e background of success in working with professional interpresent skills, e background of success in working with professional in the development of career and/or personal edvancement programs, and will be expected to develop a research program in continuing and/or adult education.

Salery and rank will be commensurate with quelifications, experience and skills. Minimum salories, effective April 1, 1991 and determined by the Col-locilive Agreement are Lucturer 1255(0). Assistant Professor 533,251, 4sasoci-leolive Agreement Agreement 150, and Professor 555,355. The appointments will be effective Jenusy 1, 1992 and as soon as possible thereafter.

The University of Maniloba encourages applications from qualified women and men, including members of visible minorities, aberiginal people, and per-ant people of the p

Applications will be received until October 15, 1991 or until the positions are filled. Indeested candidates should submit applications with a curriculum viae and arrange for three fetters of ecomemodation to be sent to Michel Pierre Jantisse, Ph. D., Dean, Continuing Education Division, The University of Manilobe, Winnipey, MR 913 12 W2.

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members of visible minorities, aboriginal persons, and persons with disabilities. SIMON FRASER UNIVERSITY. The Sociology/Anthropology Department al Simon Fresar University Invites applications from qualified sociologists for two tenure track positions at the Assistent Professor leval, renumeration commensicale with qualifications. It. Condemonary Camadran Society. Specific areas of

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STATISTICS & APPLIED PROBABILITY

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COLUMBIA, VANCOUVER, B.C.: Heed,
the control of Surgery, Faculty of Medicine.
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University of Alberta Edmonton

Dean Faculty of Science

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Science.

of Science.

Founded in 1908, the University of Alberta is the second largest university in Canada with full-time enrolment of over 25,000 students, in undergraduate, graduate and professional programs. The Faculty of Science consists of 350 full-time faculty members and 250 support staff in twelve departments which offer B.Sc., M.Sc. and Doctoral programs. The Departments are Botany, Chemistry, Computing Science, Genetics, Geography, Geology, Mathematics, Microbiology, Physics, Psychology (jointly with the Faculty of Arts), Statistics and Applied Probability, and Zoology. In addition to offering undergraduate programs to 4,500 full-time students, the academic staff members are actively involved in graduate instruction and research. Research activities generate approximately Research activities generate approximately \$20 million in grant and contract support.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budget, and all activities of the Faculty. Candidates should have proven administrative ability, well-developed leadership skills and strong academic qualifications in a field of research that enhances the activities of the Faculty.

The appointment will take effect on July 1, 1992 or as soon as possible thereafter. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by December 1, 1991 to:

The Vice-President (Academic) Third Floor, University Hall University of Alberta Edmonton, Alberta Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.



University of Regina

THE UNIVERSITY OF REGINA INVITES
APPLICATIONS AND NOMINATIONS FOR THE
POSITION OF DEAN OF THE
FACULTY OF SCIENCE

The University of Regina is a vibrant centre of learning located in Saskatchewar's capital city, Regine, which supports an activities the say access to major cultural and recreational lifestyle with easy access to major cultural and recreational recreation in the say access to major cultural and recreational cation to epproximately twelve thousand students. The excellent programs of our ever-strengthening Faculty of Science provide important bridges to the international scientific community and to high technology research and development activities in both the public and the private sectors. Westbridge Computer Corporation leases a major university-owned building in our evolving industrial research park.

The Dean of Science will provide effective academic leadership and sound administration to e Faculty with 15 academic and sub-undergraduate majors, 115 graduete students and substantial numbers of service anrolments. The Faculty's six academic departments. Biology, Chemistry, Computer Science, Geology, Mathematics and Statistics, and Physics, all support undergraduate and graduate programs to the Ph.D. Isvel. Faculty members are actively involved in several key research centres and institutes, and total research funding from NSERC and elsewhere has recently been expanding significantly.

The Dean will provide strong community all large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a relevant scientific discipline, and an understending to the Integral relationship between undergraduate deucation, research end greduate studies. The Oeen is expected to be able and willing to work collabors they with the provides the content of the provides of Recina sociations and with the Canadian science and technology community all provides from the provides of the provides of Recina sociations and with the Canadian science and technology community as provides of Recina scientific of the provides of Recina scientific and the provides of Recina scientific o

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The appointment will commence on July 1, 1992, and will no mally be for an Initial term of tieve years. The University of Regna is thoroughly committed to employment equity. We welcome ap-plications from all, especially abortiginal peoples, people with dis-abilities, visible minorities, end women. In accordance with Canadian Immigration requirements, this advertisement is direct-ed at the first instance to Canadien citizens and permanent resi-complete curiculum videa and names of remainations, including a complete curiculum videa and names of all least three references in confidence by October 31, 1991, and the confidence of the con

Dr. Brian L. Scarte Vice-President (Academic) University of Regina Regina, Sasketchawan S4S 0A2

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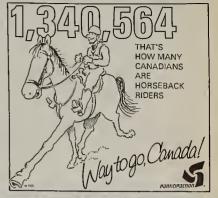
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UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia is Canada's newest and the fourth publicly funded university in the province. It has a mandate to serve the northern two-thirds of British Columbia and a desire to quickly establish a strong reputation in both instruction and research. It will have a main campus in Prince George (pop. 70,000). The university will have a range of Arts, Science and Professional programs specifically targeted to meet the needs of northern British Columbia. It will offer graduate programming and will conductresearch in a wide range of areas but with an emphasis upon subjects of relevance to northern B.C. It will develop international contacts primarily in two areas, the circumpolar north and the pacific rim.

Applications are presently being accepted for the following positions.

CEREMONIES OFFICER

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ed to Canadian Citzens and permanent residents 170 oF VICTORIA, Faculty Position in the Department of Theatre, Faculty of Flan Aris. The following position is available. Pedition: Assistant Proceedings of the Proceedings o

An imaginative and innovative person is required who is capable of organizing both large and small scale events of all kinds and dealing with all protocol matters related to university operations. The Ceremonies Officer will report to the Registrar.

The Ceremonies Officer will have the responsibility for organizing all major campus events, such as convocations and open houses. In addition, the officer will be responsible for organizing visits to the university by dignitaries of all kinds. Extensive biason with local governments and community groups will frequently be necessary. The successful candidate will be a university graduate with extensive experience in organizing special events and, preferably, some experience in working in a Registrar's office. Exceptional organizational abilities are required as are excellent written and oral communications skills.

DIRECTOR OF COMPUTING SERVICES

The University requires an imaginative and innovative individual who is capable of providing leadership in the establishment of computing services for a new university with a broad regional mandate and a strong desire to quickly establish a strong reputation in both instruction and research. The Director of Computing Services will report to the Vice-President (Administration).

The Director of Computing Services will have the responsibility for establishing, maintaining and enhancing the computing environment throughout the university. The Director should seek to obtain the optimum levels of services to support teaching and research at both the undergraduate and equatuate level in Arts, Science and Professional Studies. The Director should also seek to establish and maintain optimum services for the Library, Finance Office, Office of the Registrat and other administrative support areas. Programming, networking operations and systems would be the responsibility of the Director as would micro-computer maintenance.

A strong computing background, good management and administrative abilities, and excellent interpersonal skills are required. The candidate must have high academic credentials and have had considerable experience supporting faculty, staff and students in a university setting.

COORDINATOR OF CO-OPERATIVE EDUCATION

The University requires an imaginative and resourceful person to coordinate all cooperative education efforts. UNBC has a broad regional mandate and a strong desire to quickly establish a strong reputation in co-operative education in virtually all of its program offerings. The Coordinator will report to the Vice-President (Academic).

The Coordinator of Co-operative Education will be expected to assist all Faculties and Departments with the establishment and successful operation of co-operative education program options. The Co-ordinator will baise with industry, government and other organizations throughout British Columbia to locate work placements. In addition, the Coordinator will manage a staff of counsellors who will counsel students, visit them on the job and assist them in their professional development.

The Coordinator of Co-operative Education will have extensive experience at the senior level in establishing and creating co-operative educational programs. The Coordinator will have a strong academic background as well as a great deal of business or industrial eq. 'elence. Strong written and oral communications skills are required as are management and organizational skills.

COORDINATOR OF

FIRST NATIONS STUDIES

The University requires an imaginative and adaptable person to coordinate First Nations Studies.

The Coordinator of First Nations Studies will be expected to coordinate all of the efforts of the University of Northern British Columbia in relation to First Nation's Studies across the University and may be a cademic head of a Department of First Nation's Studies. The Coordinator may be expected to teach in an appropriate field and to undertake new course development. The Coordinator will advise the President and university groups and committees on First Nations Studies and on services to First Nations students at UNBC. The Coordinator will report to the Vice-President (Academic) except in relation to the possible role of academic head of the Department of First Nations Studies, in which case they report to the Dean of Arts and Science.

The Coordinator will be expected to have appropriate degree qualifications with a Master's Degree being a minimum qualification. Previous university experience and experience in curriculum development is highly desirable. The Coordinator should have familiarity with First Nations groups, issues and, especially, educational matters. Ideally the candidate will be fluent in one of the First Nations languages of northern British Columbia and have some familiarity with the region. Excellent interpersonal skills are also required as are excellent oral and written communications skills. Extensive travel throughout northern British Columbia would be expected.

DIRECTOR OF RESIDENCE AND CONFERENCE SERVICES

The University requires an imaginative and resourceful person to be the Director of Residence and Conference Services. The Director will be responsible for the management and operation of the university residences throughout northern British Columbia and for the organization and marketing of a wide variety of conferences of all types throughout the region. The duties of this position include budget and financial planning, facilities management and staff recruitment and training in both areas. The incumbent willorganize an active residencelife program for students living on university property and liaise with students, faculty and staff on all Issues relating to residence operations. The incumbent will also develop an active conference program aimed at students, faculty and staff, as well as the public. It is expected that there will be extensive thaison with academic and other units and with community groups. The Director reports to the Vice-President (Administration). with community groups. (Administration).

The successful candidate will be a university graduate with extensive experience in at least one of the areas of responsibility and some exposure to the other. Demonstrated leadership qualities, excellent written and oral communications skills are required and familiarity with a university environment is preferred. Extensive travel throughout northern British Columbia is expected.

The University of Northern British Columbia plans to establish a conference facility attached to some residences at its main campus in Prince George. Five hundred residence beds are planned for the first phase of construction on the main campus. Residence and conference facilities are expected to be established throughout northern British Columbia in due course.

The salaries are open, depending upon qualifications and experience.

Applications, accompanied by a curriculum vitae and the names of at least three referees, will be received until the positions are filled. Applications for these positions should be sent indicating position of interest to the address below.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Northern British Columbia is committed to the principle of equity in employment.

Geoffrey R. Weller, President University of Northern British Columbia Bag 1950, Station A Prince George, B.C. V2L 5P2





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Recession and international disruptions kept us on a low staff complement all Summer, as was general in the industry. However, September will see us back to strength and immediate turnaround on all telephone calls and FAX.

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